P2S INNOVATION CULTURE

APOSTLE INCUBATOR

Corporate Explorers

Presented By: Travis Taylor
March 11, 2022

P2S INC

P2S INC

SINCE 1991

200+ EMPLOYEES

60+ PROFESSIONAL ENGINEERS

40+ LEED ACCREDITED PROFESSIONALS

AWARD WINNING DESIGNS

GIVES BACK TO COMMUNITY

P2S ENG

ENGINEERING

P2S CX

COMMISSIONING

P2S CM

CONSTRUCTION MANAGEMENT

Long Beach // Irvine // Los Angeles // San Diego // San Jose // Seattle

P2S is officially a 2021 Best Workplace For Millennials™

Read More →

Great Place to Work Certification™

Long Beach // Irvine // Los Angeles // San Diego // San Jose // Seattle

P2S Innovation Culture

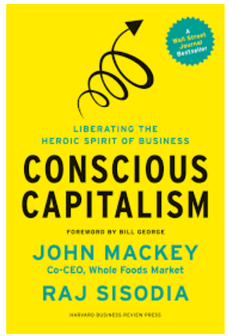
Corporate Explorers

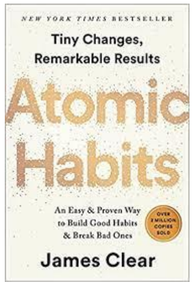
Agenda

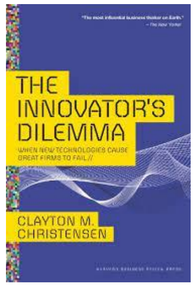
1. Introduction and Objectives
2. Corporate Explorers at P2S
    - Ideation
    - Incubation
    - Scale
3. Closing
    - Questions and Discussion

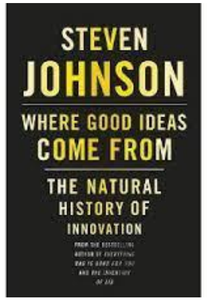
P2S Innovation Culture

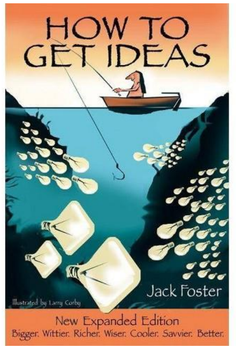
Corporate Explorers

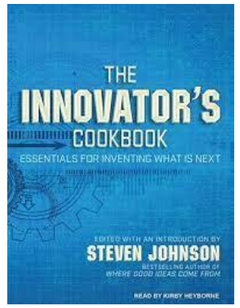


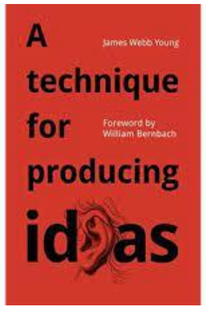


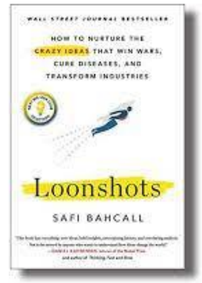


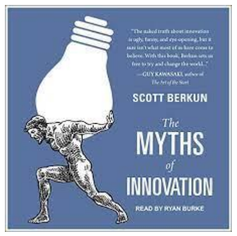


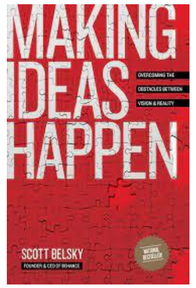


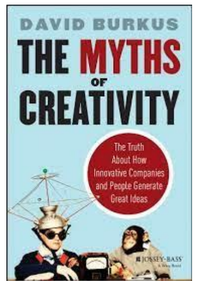


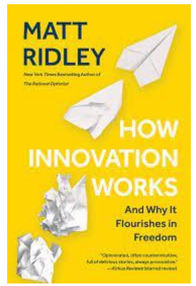


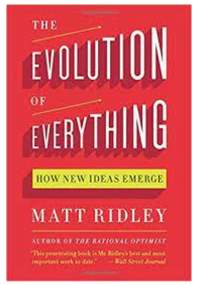


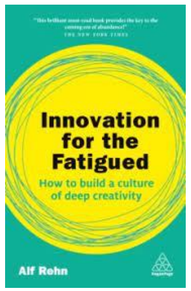


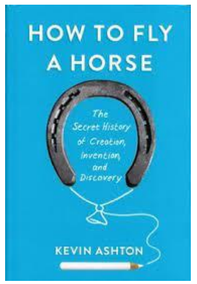


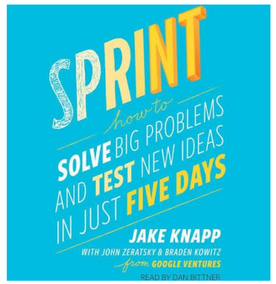


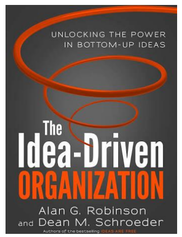


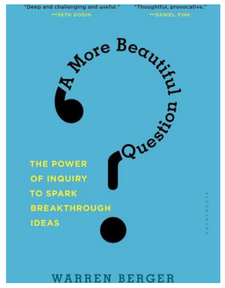


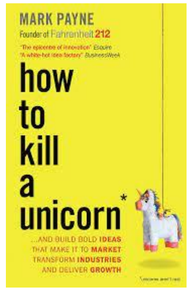


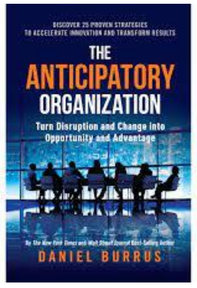


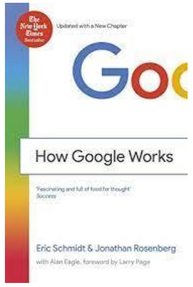


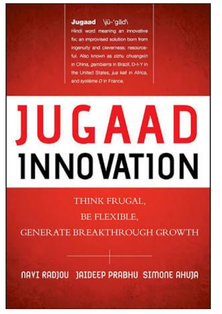


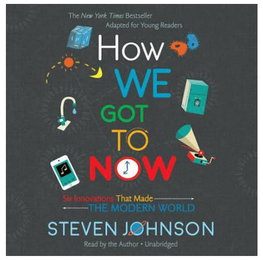












1. Introduction and Objectives

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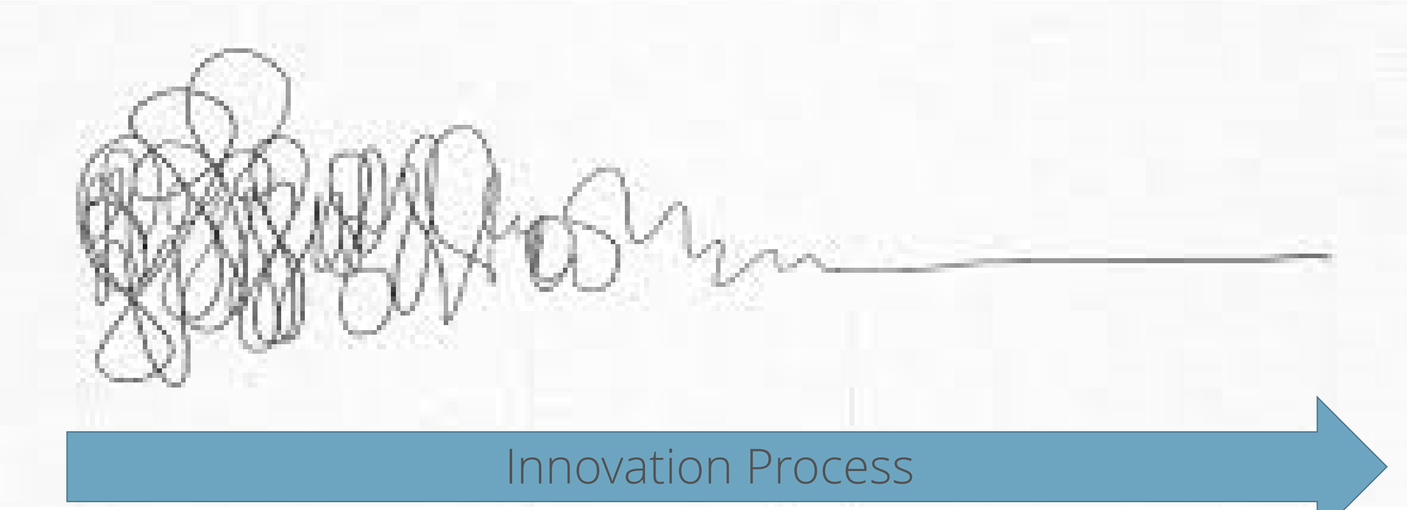
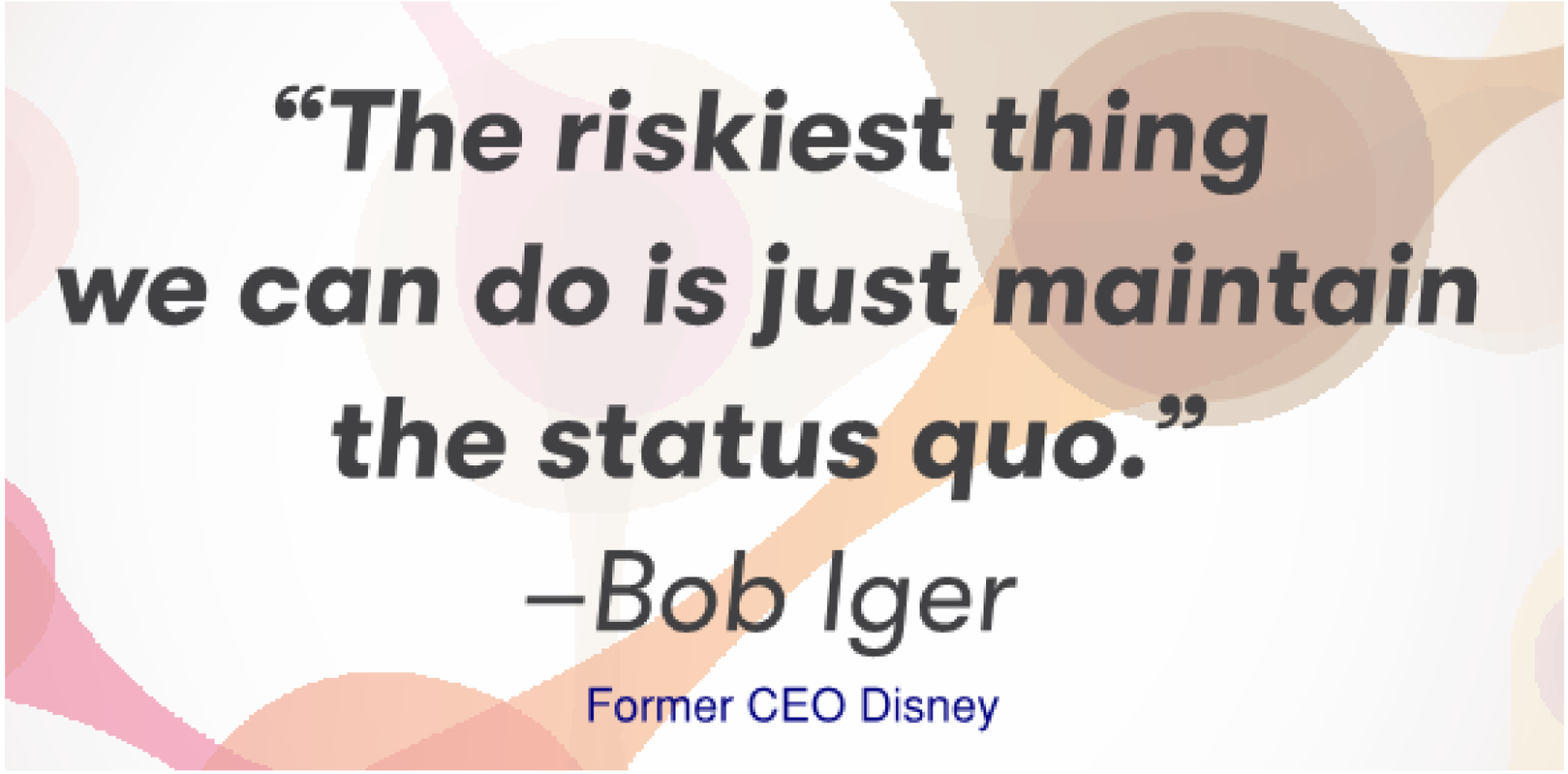
What is Innovation?

- ***The act/process of introducing new ideas, devices, or methods (Webster)***



1. Introduction and Objectives

Why is Innovation Important?



1. Introduction and Objectives

Why is Innovation Important?

Growth Increases Favoring Innovative Companies vs. Non-Innovative Companies

+11% REVENUE

+22% PROFIT

Poll #1

What percentage of companies say innovation is critical to their future success?

Poll #1

Why is Innovation Important?

Executives surveyed in 2015 said...

84%

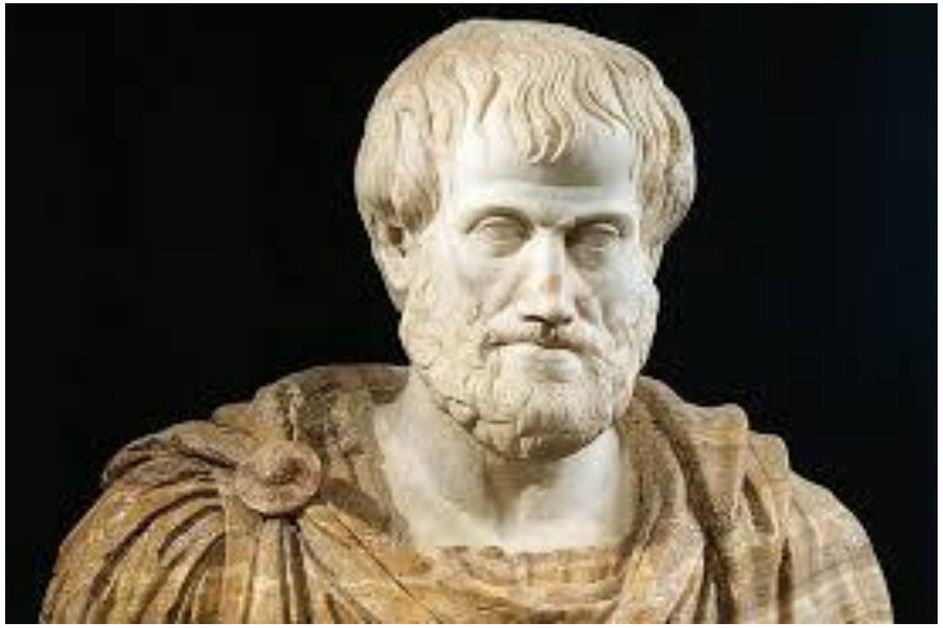
Future success dependent on innovation

6%

Satisfied with innovation performance

1. Introduction and Objectives

Why is Culture Important to Innovation?



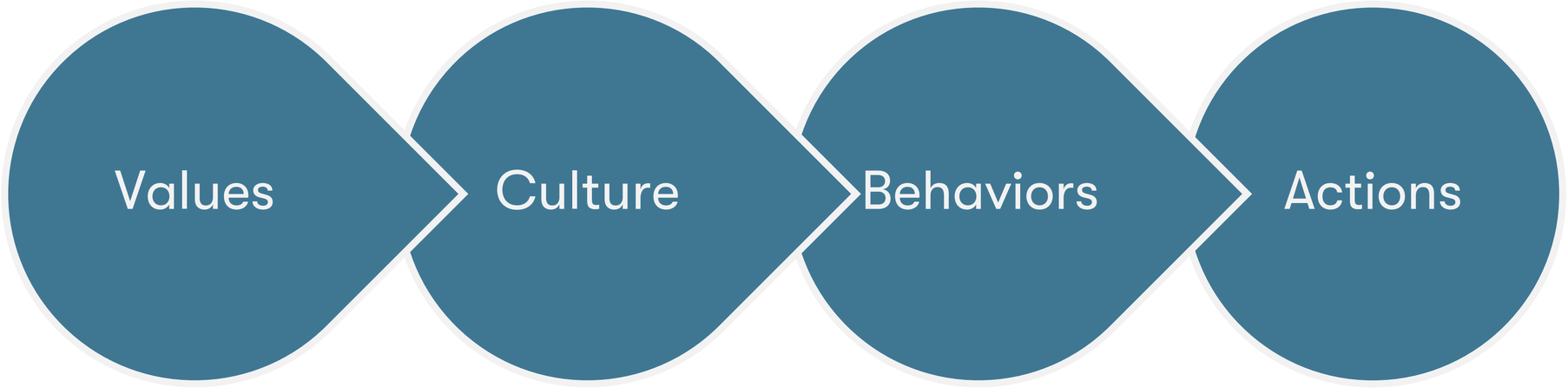
"We are what we repeatedly do."

- Aristotle

1. Introduction and Objectives

What is Company Culture?

Values need to change behaviors, and values define operational priorities. - Brené Brown, 2018



1. Introduction and Objectives

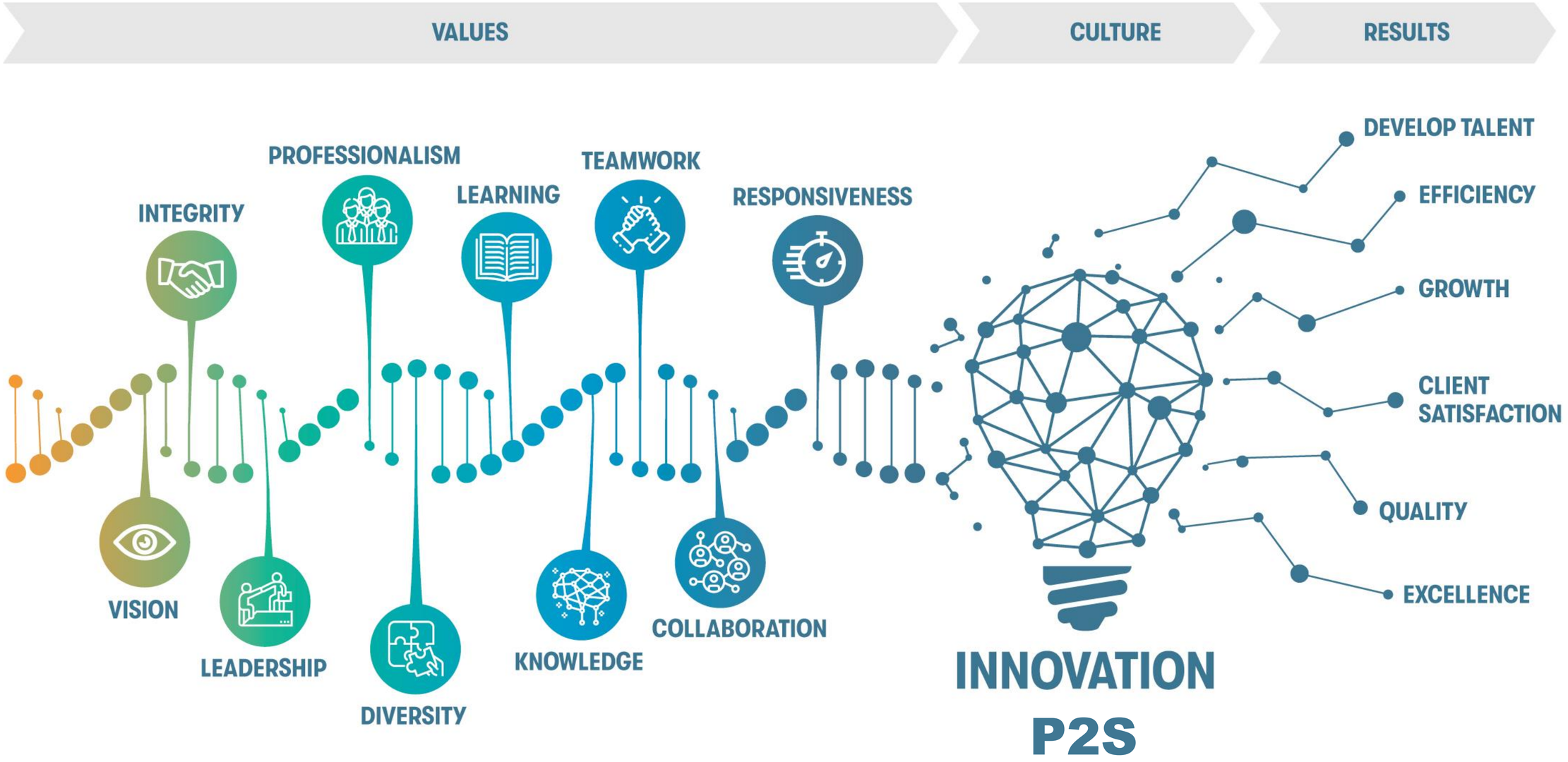
A Fertile Culture Grows Innovation

Who innovates at P2S?

1. Introduction and Objectives

Who innovates at P2S?

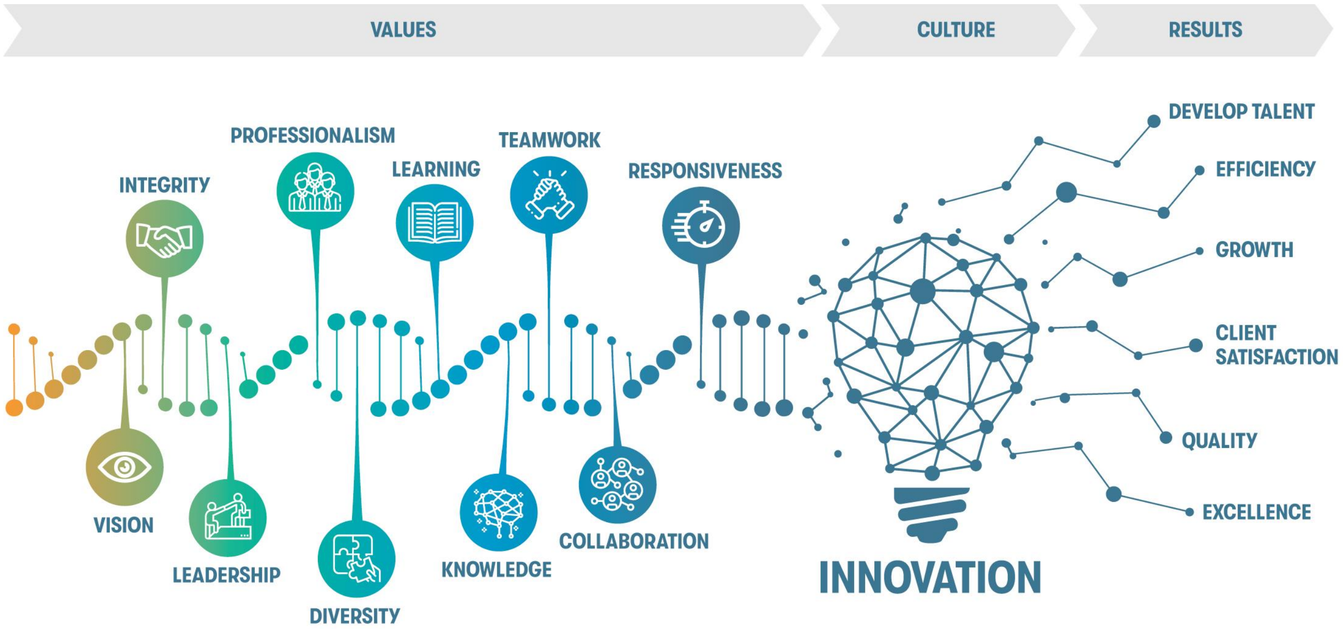
1. Introduction and Objectives



1. Introduction and Objectives

Summary

- **What we learned…**
  - ✓ Why is Innovation Important?
  - ✓ Link: Culture and Innovation
  - ✓ Who Innovates?

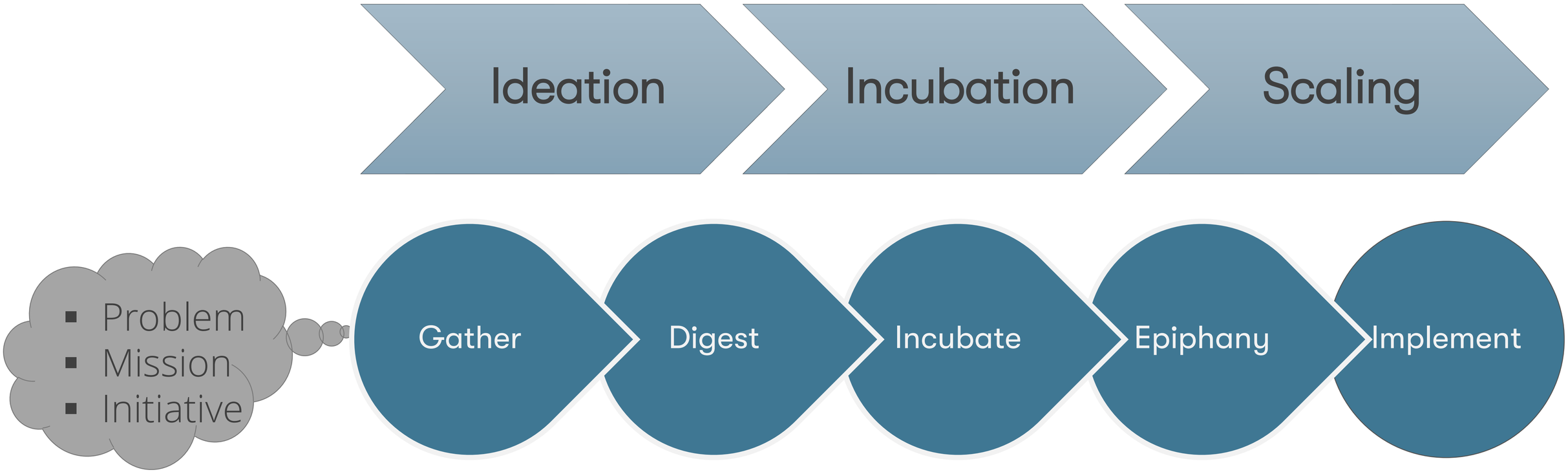


- **Objective Today…**
  - ✓ Understand how P2S (a corporate explorer) innovates.

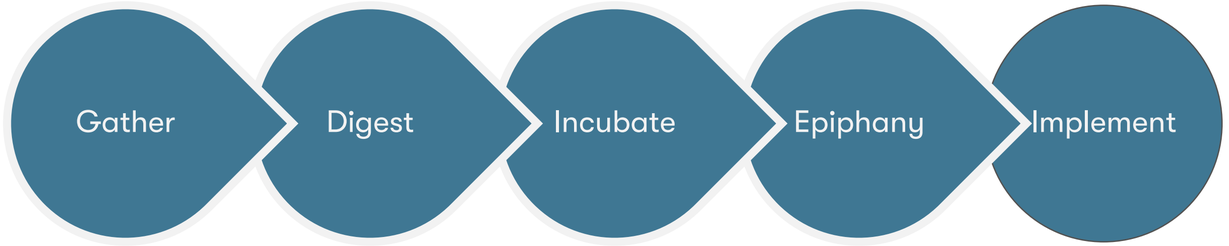
2. Corporate Explorer

2. Corporate Explorer

It’s a Process



2. Ideas



To a great mind, nothing is little.

- *Sherlock Holmes*

2A. Ideation

2A. Ideation

What are Ideas?

- A formulated thought or opinion **(Webster)**

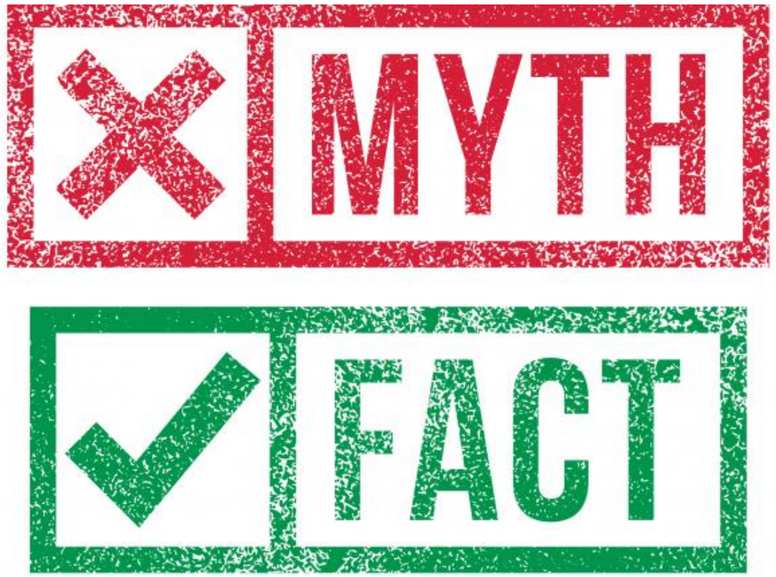
Or..

- A new combination of old elements

2A. Ideation

Who Generates Ideas?

- Myths
  - ❑ Lone inventors are geniuses…
  - ❑ My manager will …
  - ❑ Experts have all the answers…

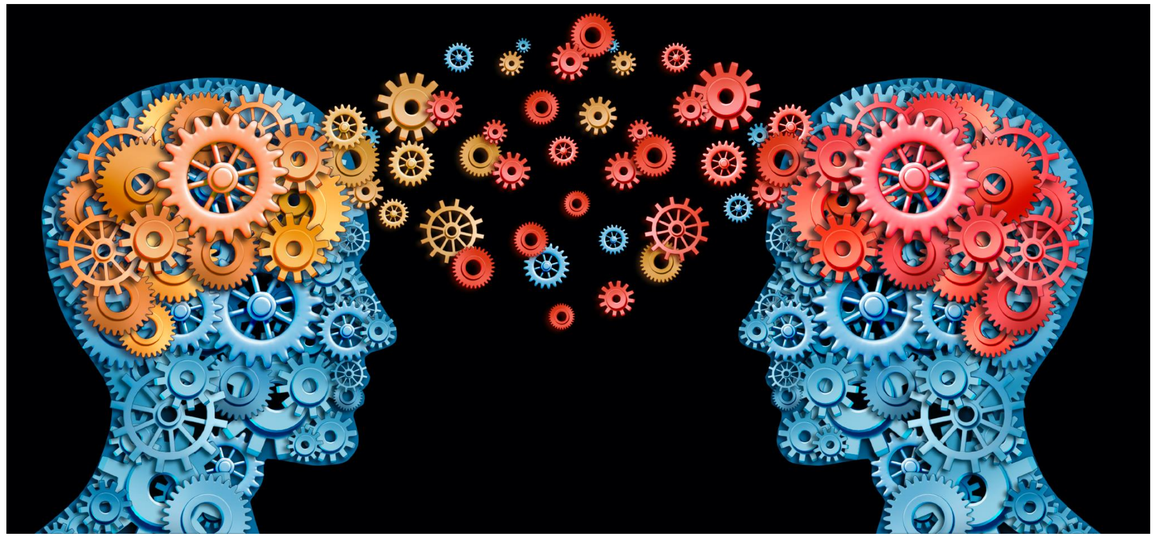


2A. Ideation

Where do good ideas come from?

“Chance favors the connected mind.”

- Steven Johnson



2A. Ideation

Where do good ideas come from?

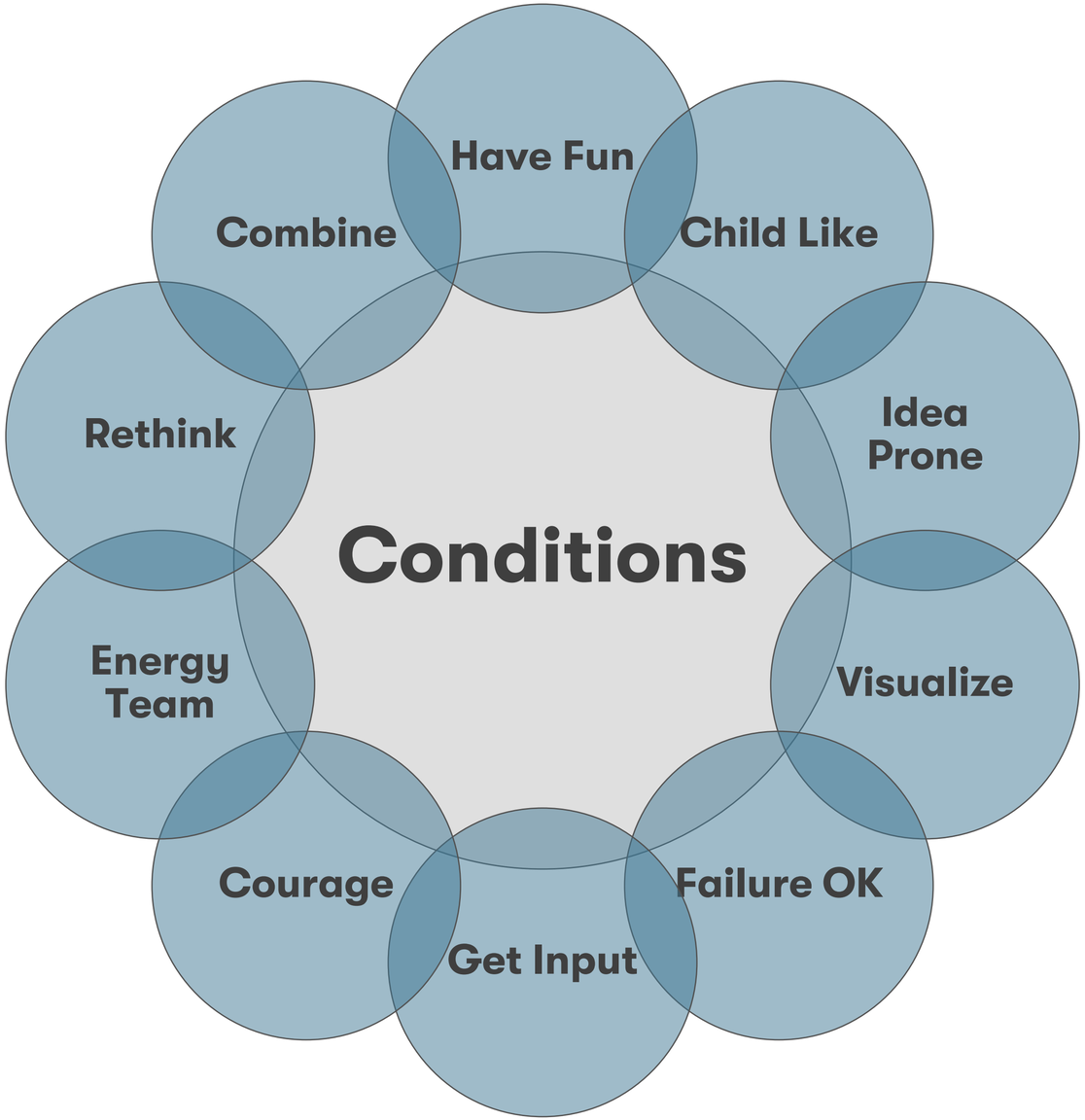
- ❑ Internal: You
  - ✓ Slow Hunches
  - ✓ Fail Fast and Persistence
- ❑ External: Collaboration
  - ✓ Explore Adjacent Possible
  - ✓ Coffee Houses and Lunch Rooms

Poll #2

What Conditions are effective for productive Idea creation?

Poll #2

Condition your Mind & Culture for Idea Generation



2A. Ideation

P2S Hunch Hopper

- Problems
- Frustrations
- Observations
- Comments
- Questions

2B. Incubation

2B. Incubation

2022 Initiatives for P2S

P2S
INCUBATOR
NEWS

MARCH 2022

INCUBATOR INSIGHT

As we enter a new year of the P2S Incubator, I would like to thank all our Incubator members who have invested in the growth and innovation of P2S for today and tomorrow. We are eager to embrace 2022 as a fresh year of transformation and new beginnings. In this issue, we would like you to meet our newest team members and learn about our latest initiatives.

KEVIN PETERSON

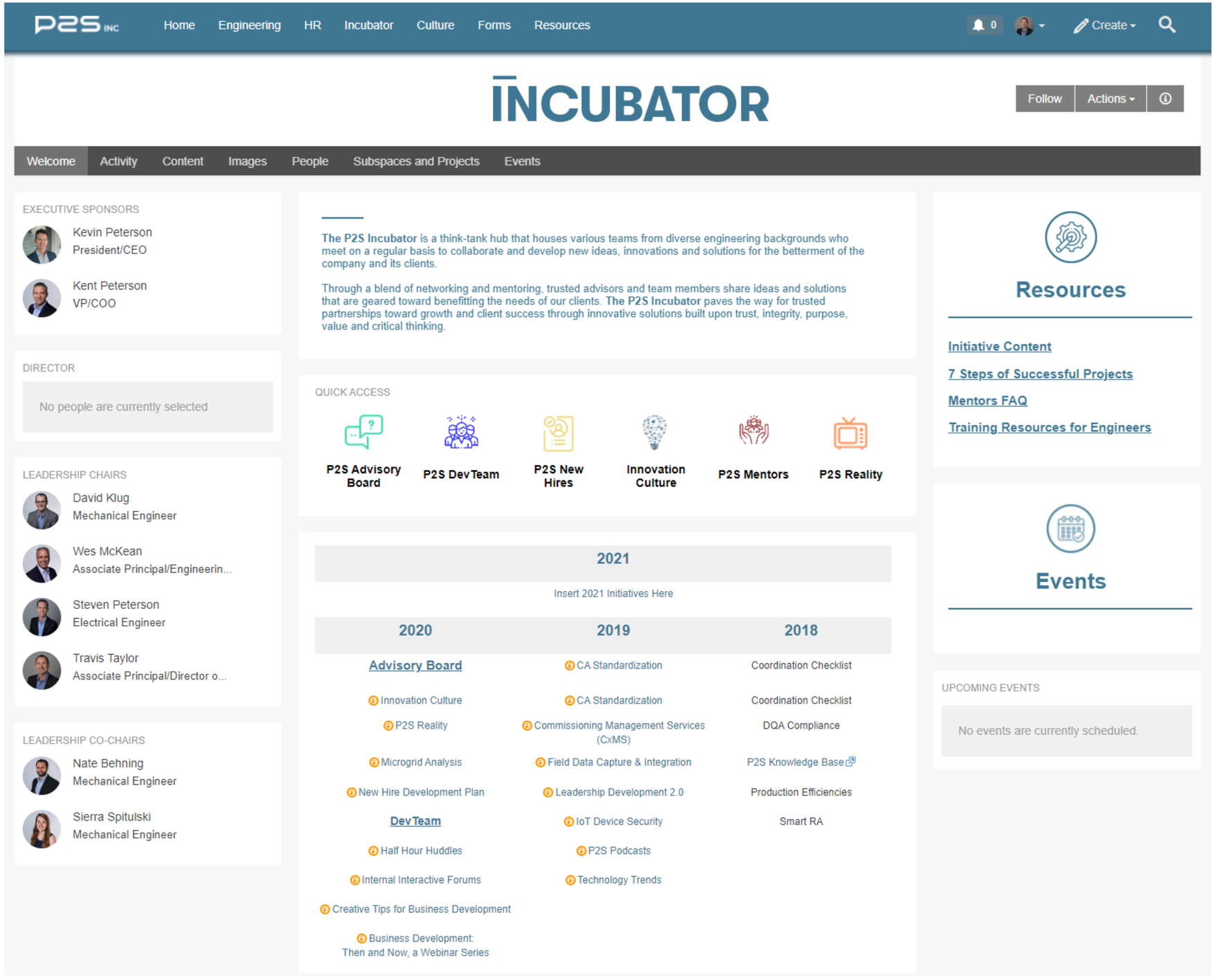
Advisory Board INITIATIVES

- STANDARD PROPOSAL LETTER TEMPLATES
- QUALITY CONTROL FOR ELECTRONIC PROTOCOLS
- IMPROVING EMPLOYEE ENGAGEMENT & RECOGNITION

Dev Team INITIATIVES

- PRODUCTION EFFICIENCY TOOLS
- INTEGRATING DEI INTO OUR PROJECTS
- ENGINEERING IMAGE DATABASE
- BIM LOD STANDARD DEVELOPMENT & TRAINING

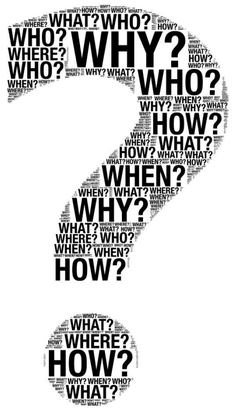
2B. Incubation

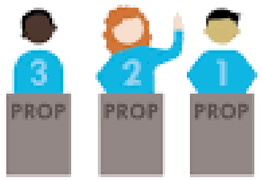


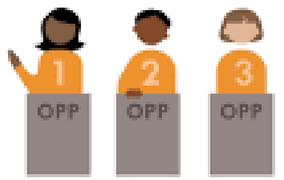
2B. Incubation

Workshops

1. Brainstorming
2. Question Storming
3. The “And” Technique
4. Billboarding
5. Debate to Create
6. Kill the Unicorn







2B. Incubation

Leadership

1. Leader Attributes
2. Streamline
3. Rewards
4. Hire Smart Creatives

2C. Scale

Poll #3

What percentage of innovations fail?

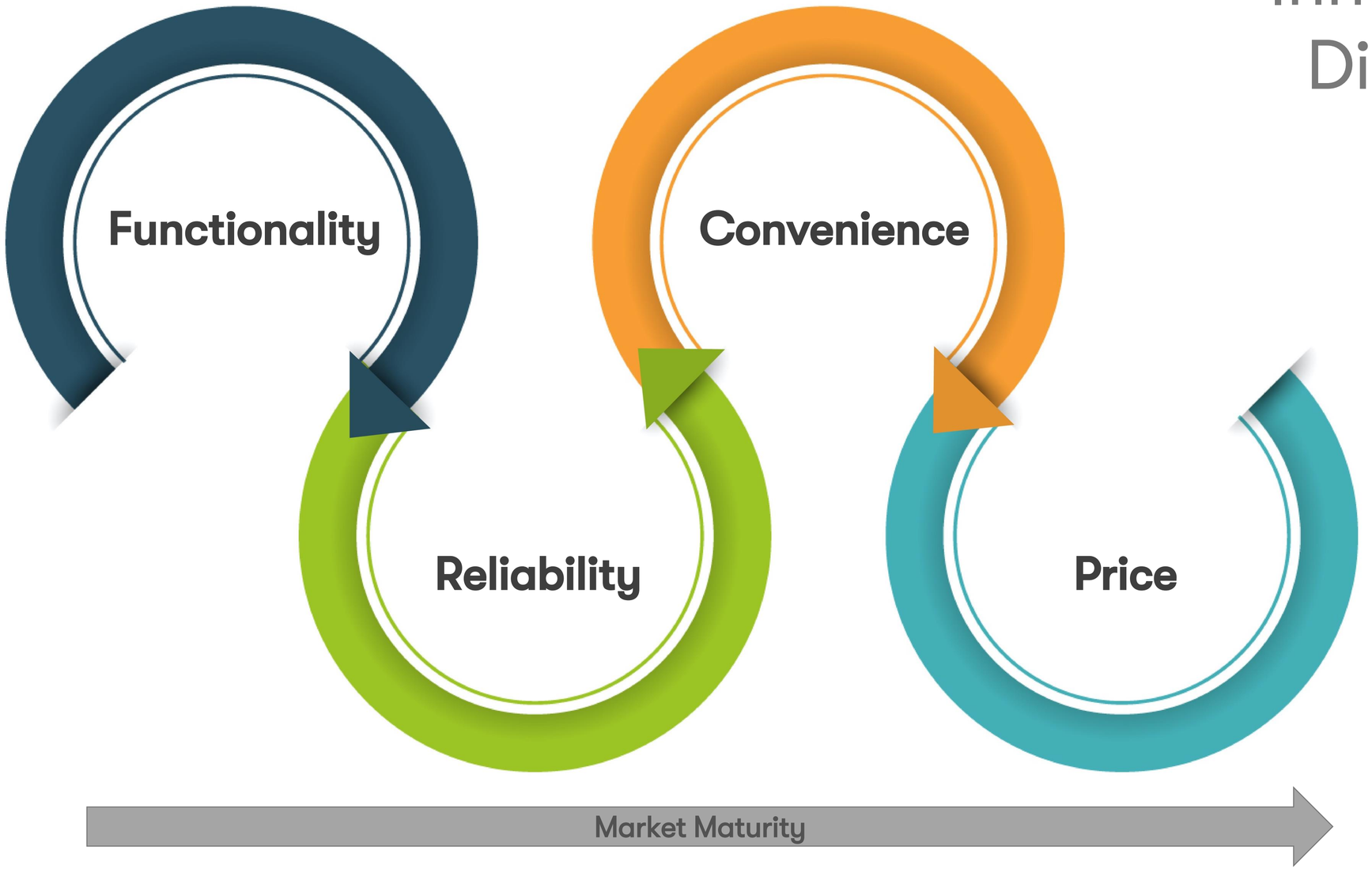
Poll #3

What percentage of innovations fail?

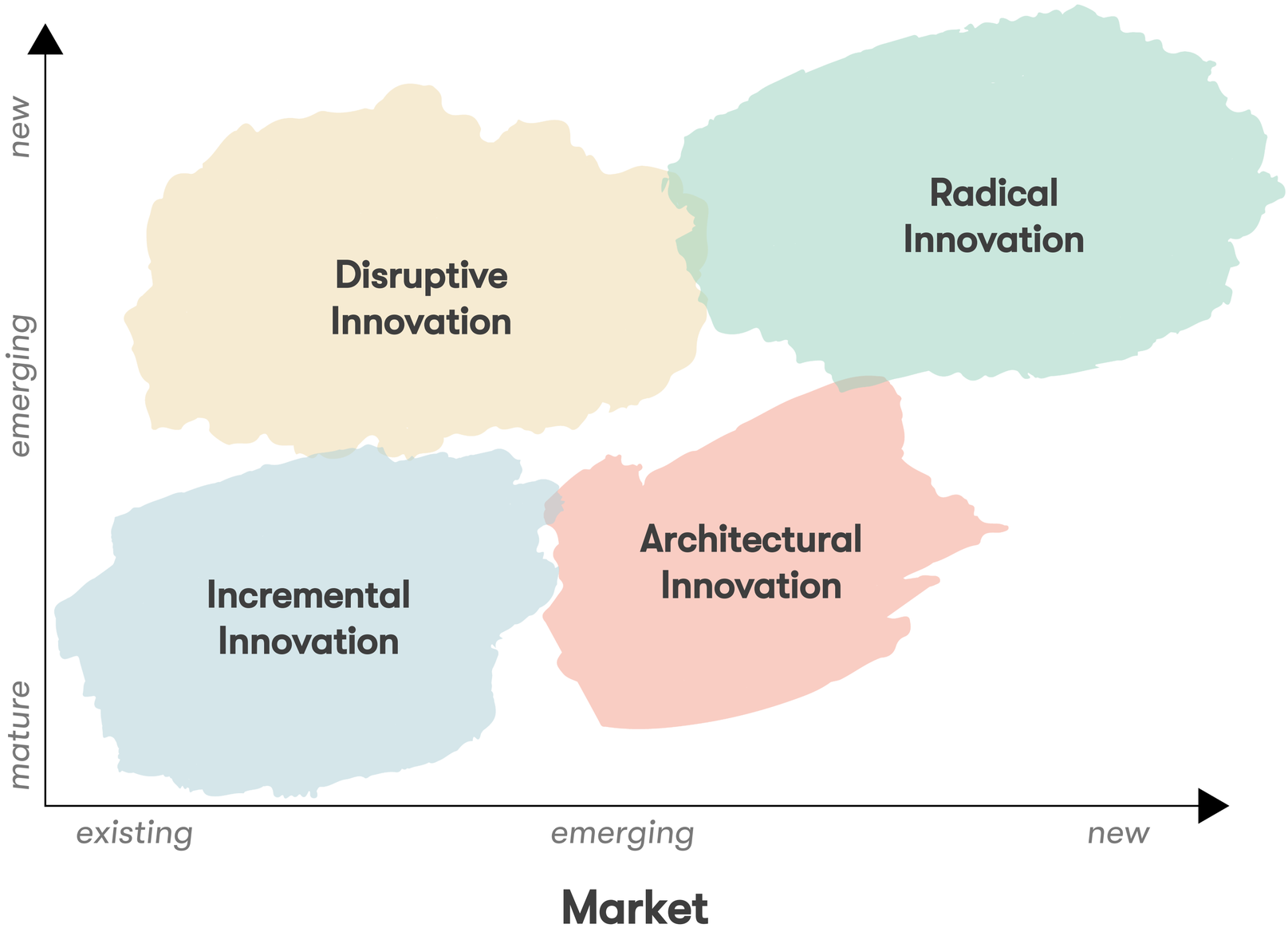
- ❑ Less than 50%
- ❑ 65%
- ❑ 75%
- ❑ 85%
- ☑ 95%

2C. Scale

Innovator's Dilemma



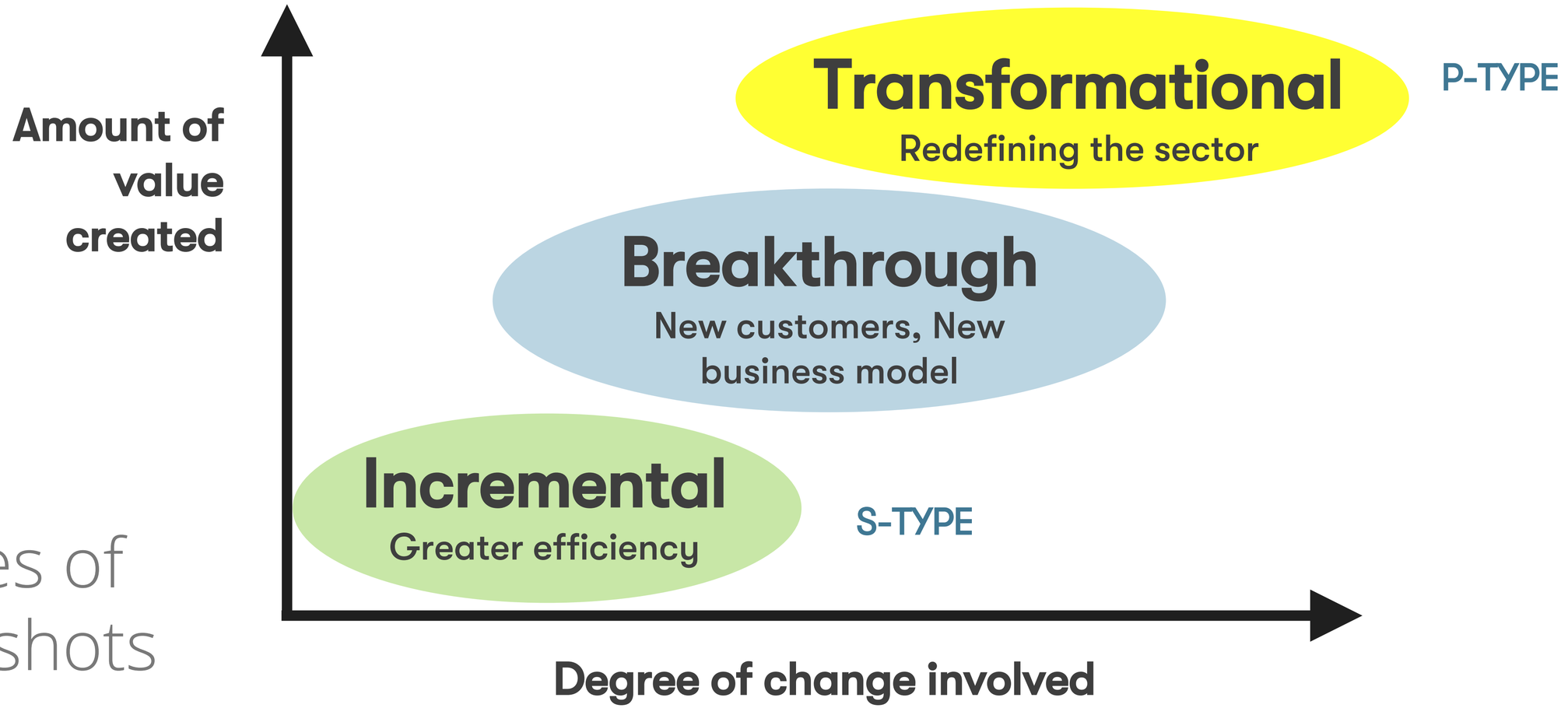
2C. Scale



Types of Innovation

2C. Scale

Loonshots
SAFI BAHCALL



Types of Loonshots

Poll #4

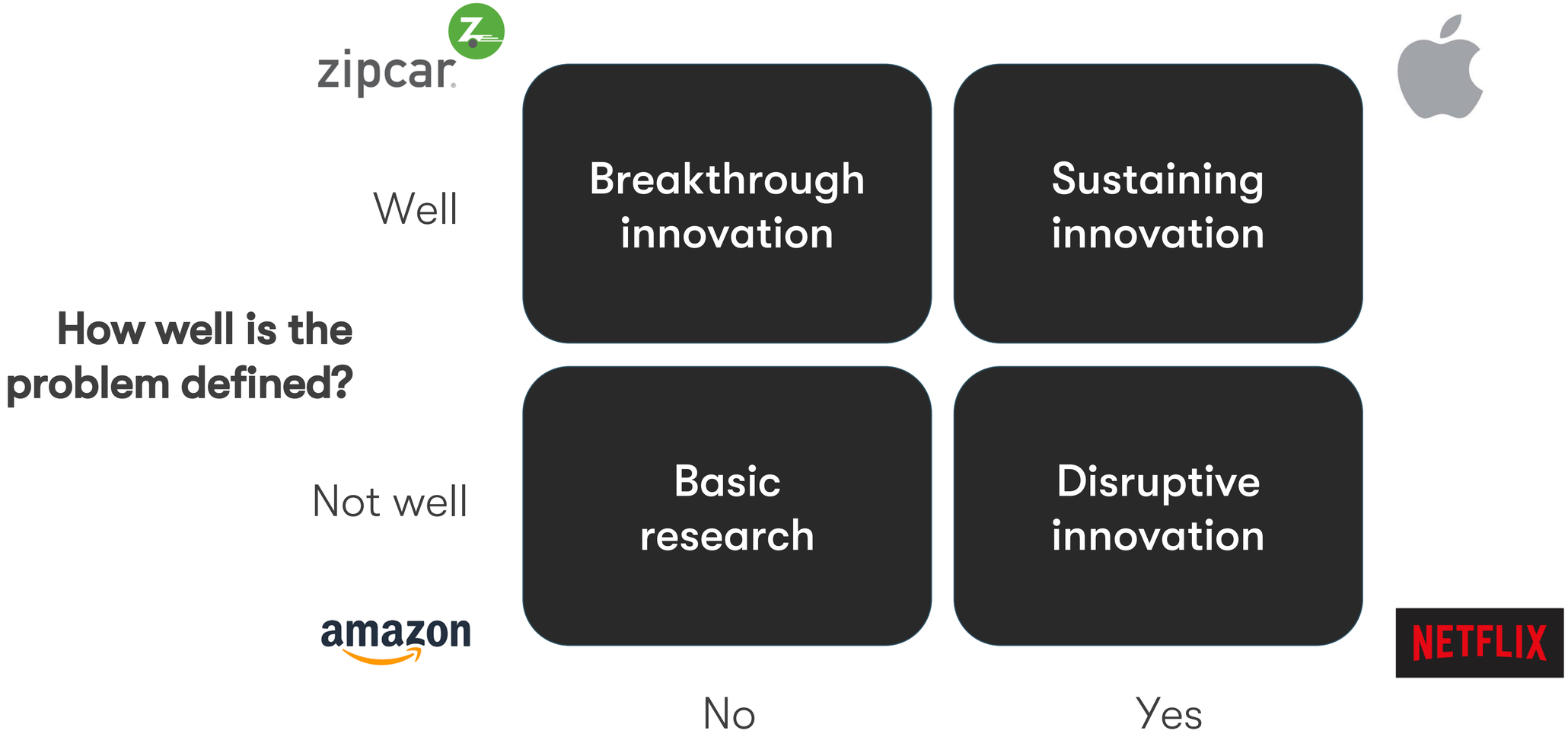
What ratio do companies devote their resources to incremental vs. transformational innovation initiatives?

Poll #4

What ratio do companies devote their resources to incremental vs. transformational innovation initiatives?

- ❑ 50/50 (Incremental vs. Transformational)
- ❑ 60/40
- ❑ 70/30
- ❑ 80/20
- ☑ 90/10

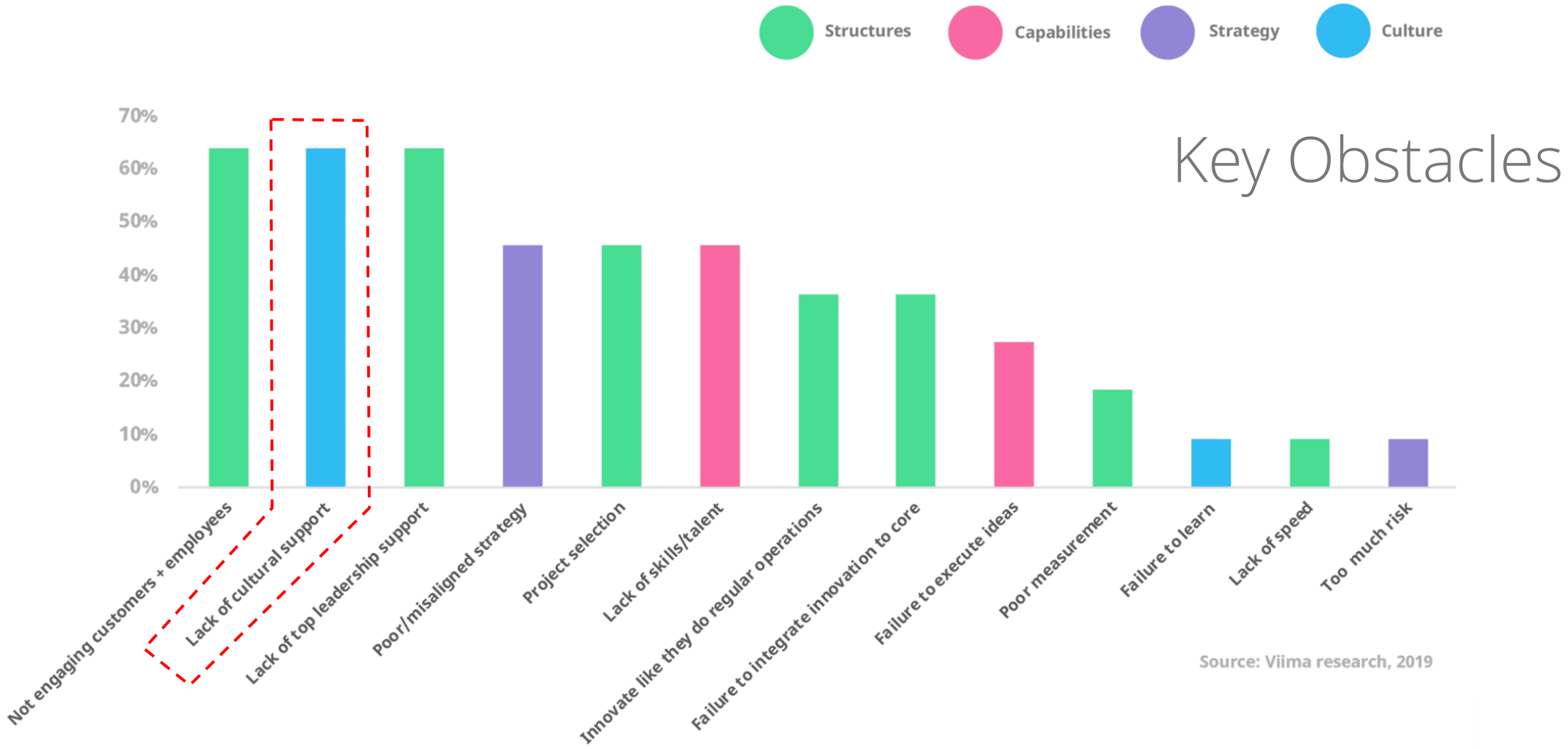
2C. Scale


zipcar
Well
How well is the problem defined?
Not well
amazon
Breakthrough innovation
Sustaining innovation
Basic research
Disruptive innovation
NETFLIX
No
Yes
Do we have skills to solve it?

Poll #5

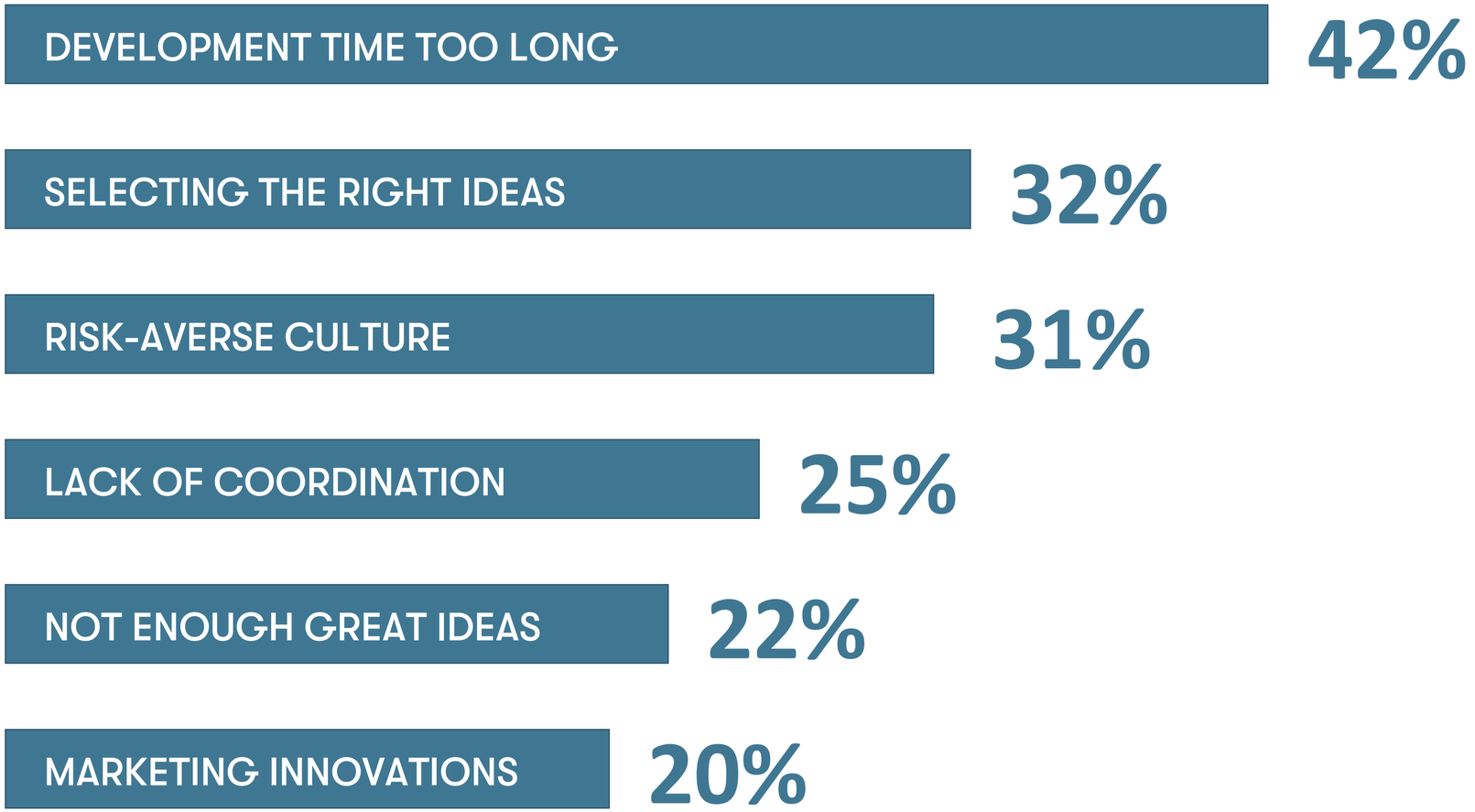
What is the top obstacle to innovation performance?

Poll #5


Structures
Capabilities
Strategy
Culture
Key Obstacles
70%
60%
50%
40%
30%
20%
10%
0%
Not engaging customers + employees
Lack of cultural support
Lack of top leadership support
Poor/misaligned strategy
Project selection
Lack of skills/talent
Innovate like they do regular operations
Failure to integrate innovation to core
Failure to execute ideas
Poor measurement
Failure to learn
Lack of speed
Too much risk
Source: Viima research, 2019

2C. Scale

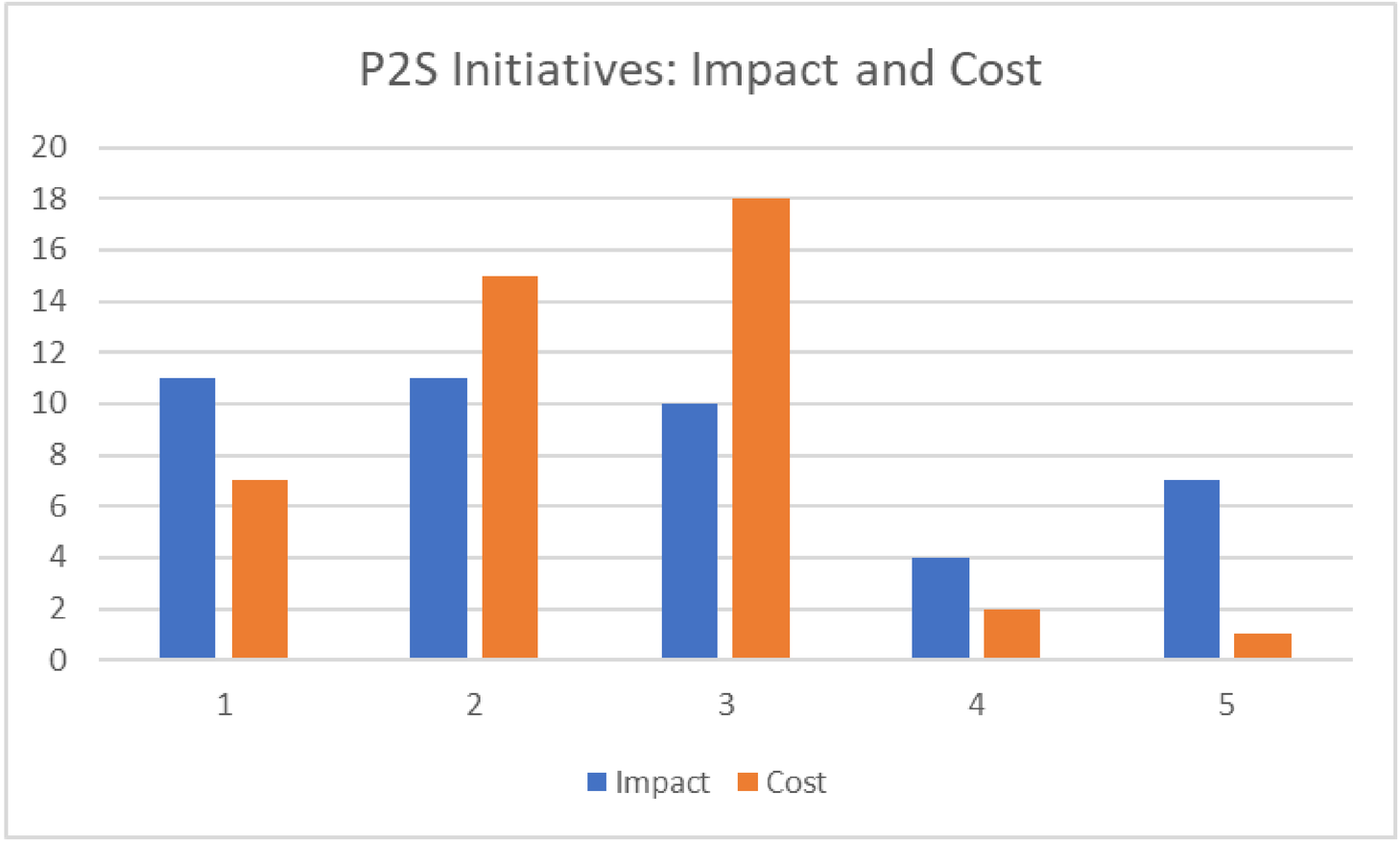
Define Barriers



Understand Barriers within System

2C. Scale

P2S Incubator History



# of Initiatives

Score
(High = 4s and 5s)

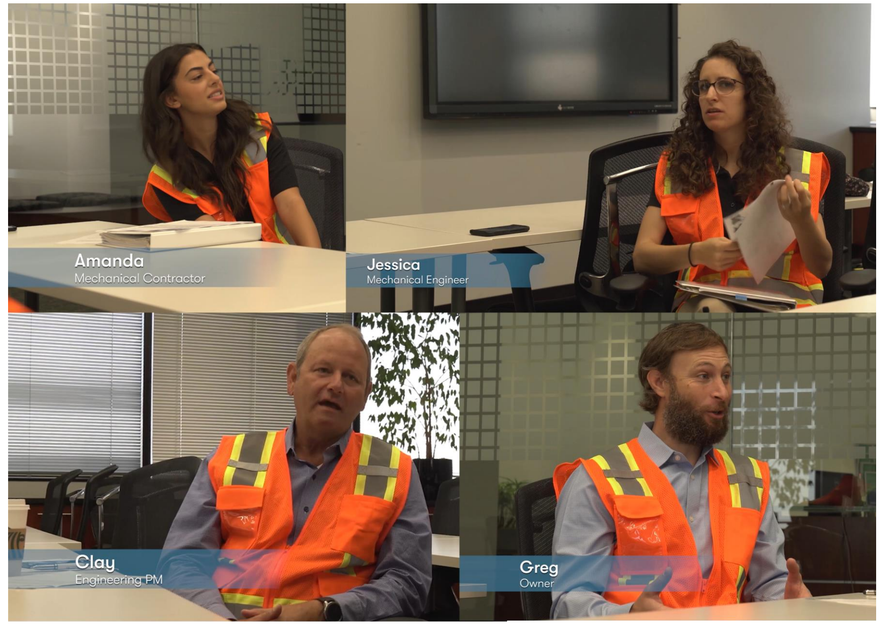
2C. Scale

High Impact Innovations

Laser Scanning to Revit

Drones for Digital Mapping

Reality P2S



P2S Podcasts

3. Closing

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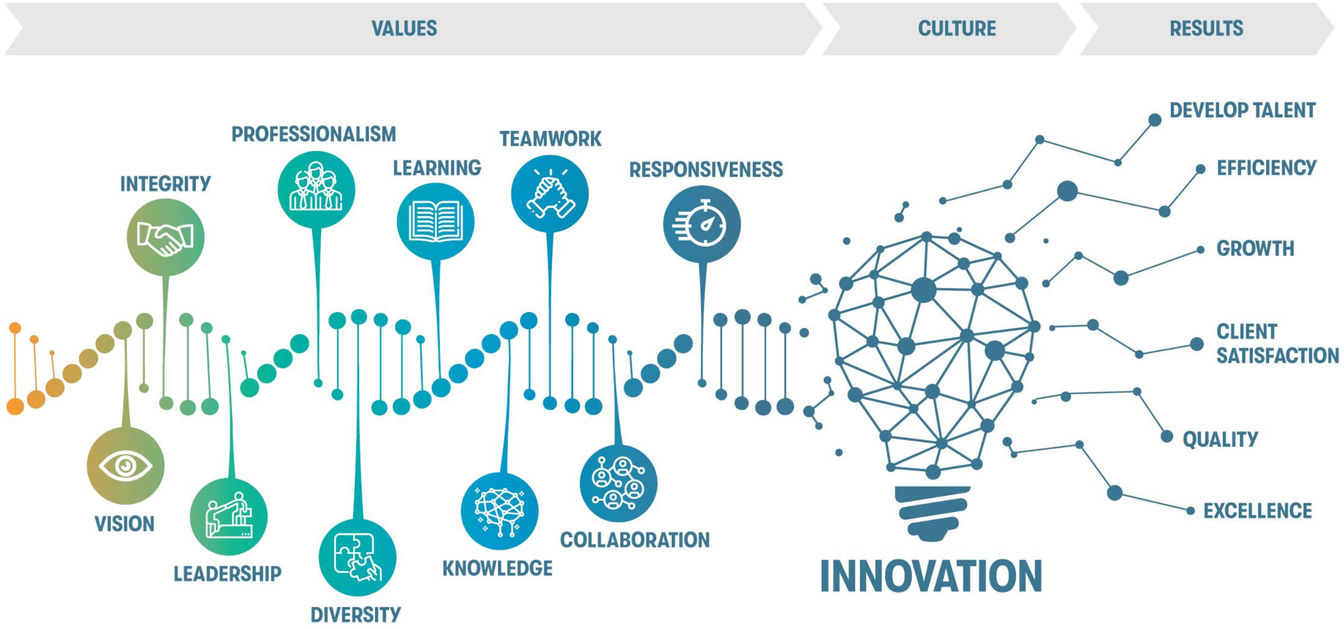
Corporate Explorer

- What have we learned…
  - ✓ Why is Innovation Important?
  - ✓ Who Innovates?
  - ✓ Ideation
  - ✓ Incubation
  - ✓ Scale



Questions & Discussion