

spaces

Photography • Industry News • People • Projects

Issue 18

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Message From The President

Reuse, Recycle, Ring Ring



Recently we helped a customer move to a beautiful new corporate headquarters location. As part of the deal we agreed to help them recycle their old office furniture—floors of it.

After brainstorming ideas, we decided to reach out to some local nonprofits in Boise to see if any of them could use some donated furniture. I emailed our list of customers, explaining the story of the local company with multiple floors of furniture to donate. I included my cell phone in the email and asked for any takers to contact me personally.

Almost immediately after sending the email I started receiving phone calls inquiring as to the furniture available. The phone calls went on all afternoon and at 5pm when it was time to leave the office, I had 27 voicemails still left to call back. How in the world was there so much interest? And why did I include my personal cell phone and ask people to contact me personally?

As I would find out in the coming day, the email I sent had gone sort of viral. Individuals who received my email forwarded it to every nonprofit they knew. Then some nonprofit aggregate websites sent out my email to hundreds of nonprofits in their lists. Over the next few weeks, I fielded several calls a day regarding donated furniture. In the end, we established a list of over 120 nonprofits who were hoping to receive some of the decommissioned furniture.

Lessons learned:

1. Old furniture doesn't need to end up in the landfill.
2. Donating furniture feels great and can help a lot of organizations.
3. If you do donate furniture, there is a better way to have people contact you than calling your cell phone.

A handwritten signature in blue ink, which appears to read "Scott Galloway".

Scott Galloway
President

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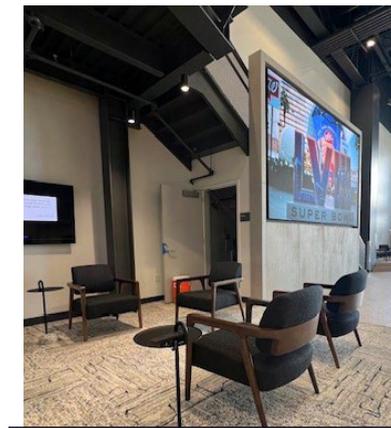
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Meridian Police Department
Meridian, ID
Private Office



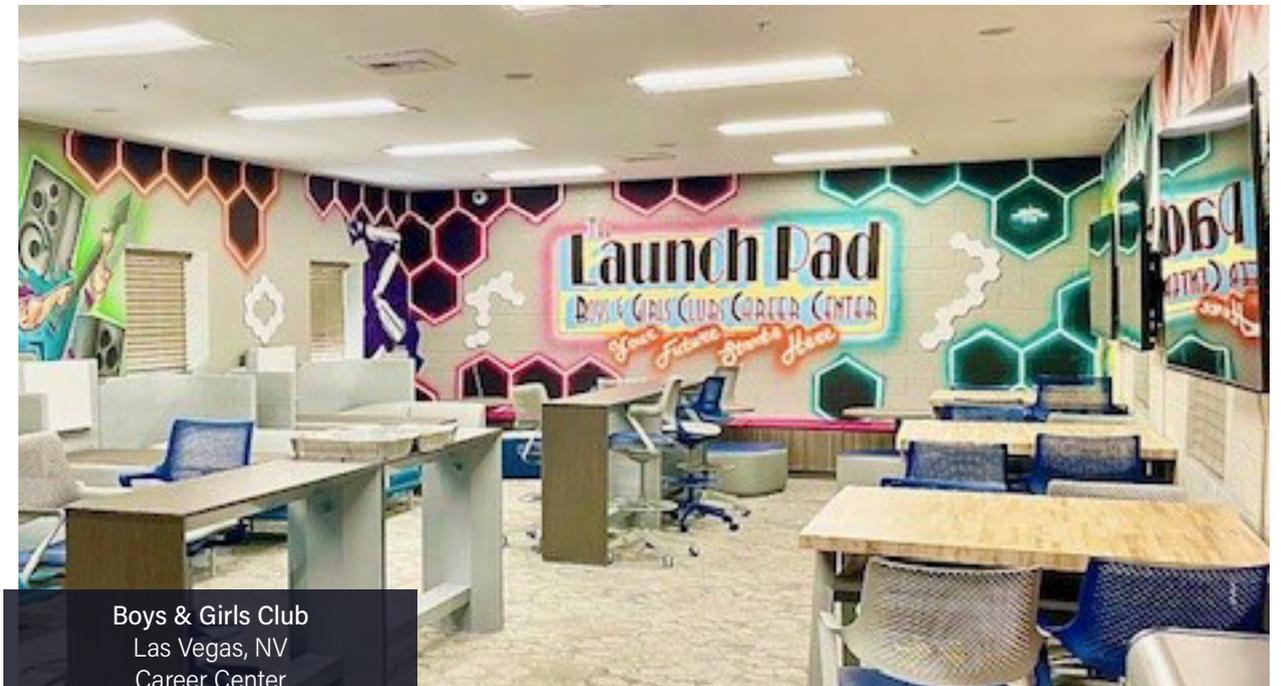
Las Vegas Convention Center
Las Vegas, NV
Conference Room



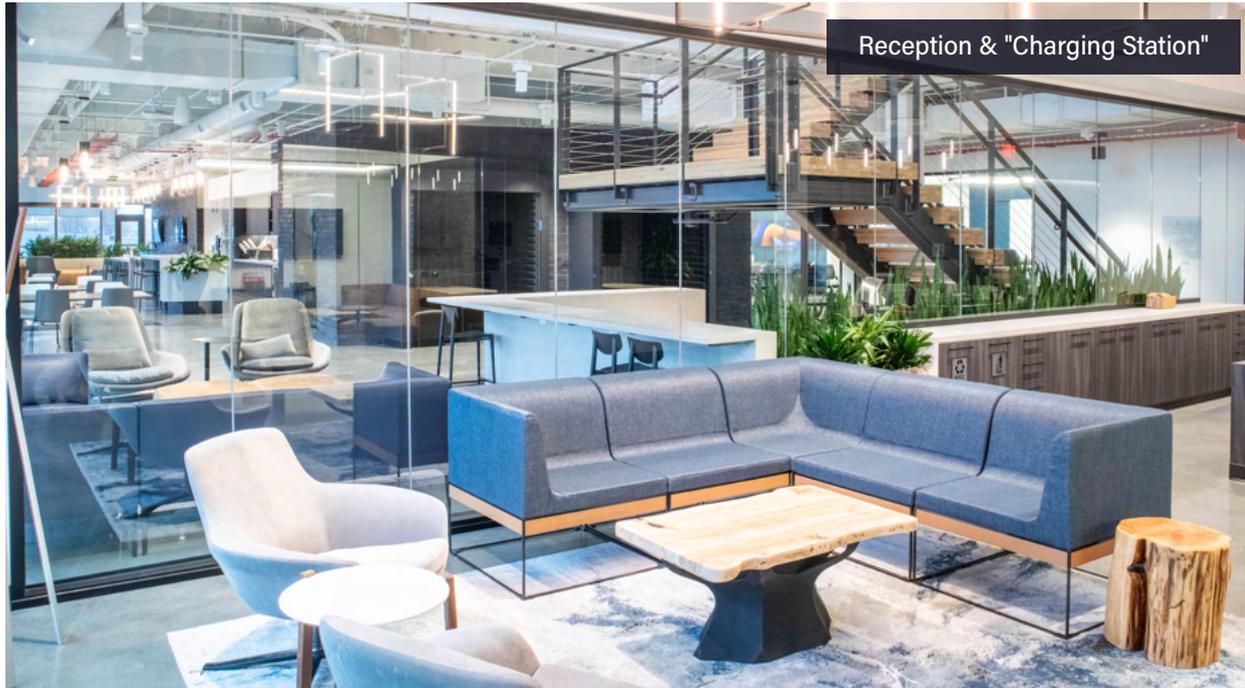
Las Vegas Convention Center
Las Vegas, NV
Lobby



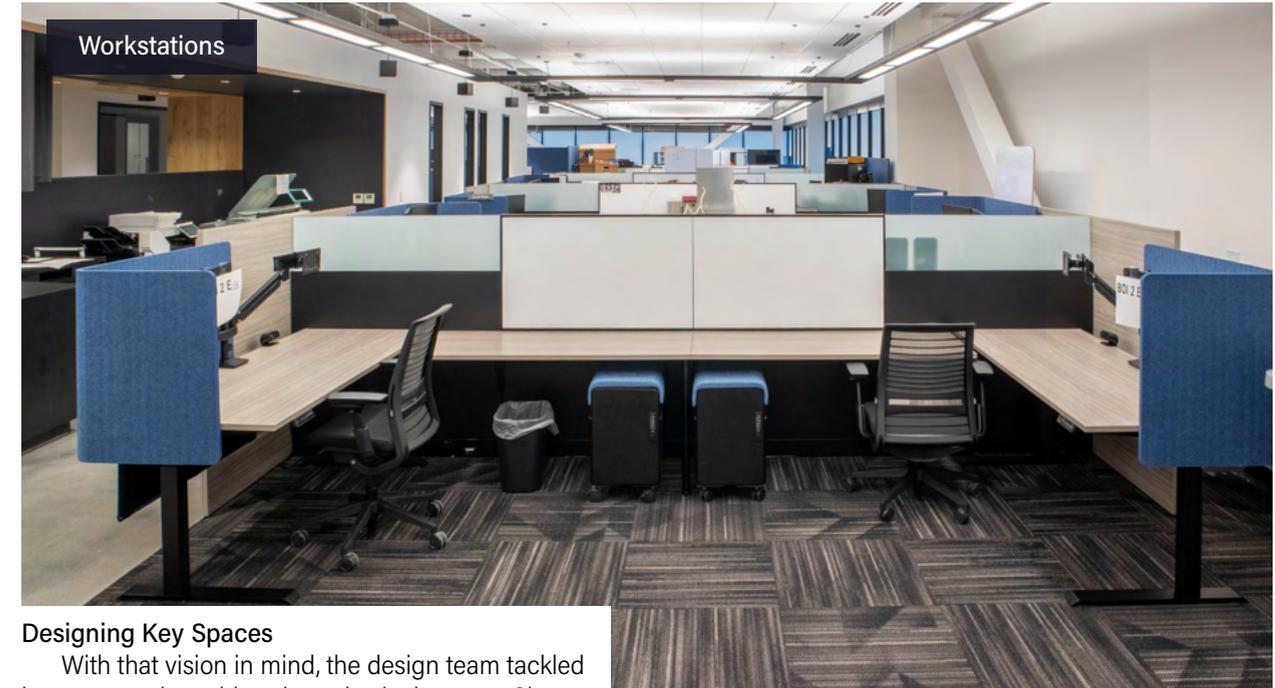
University of Nevada, Las Vegas
Las Vegas, NV
Lounge



Boys & Girls Club
Las Vegas, NV
Career Center



Reception & "Charging Station"



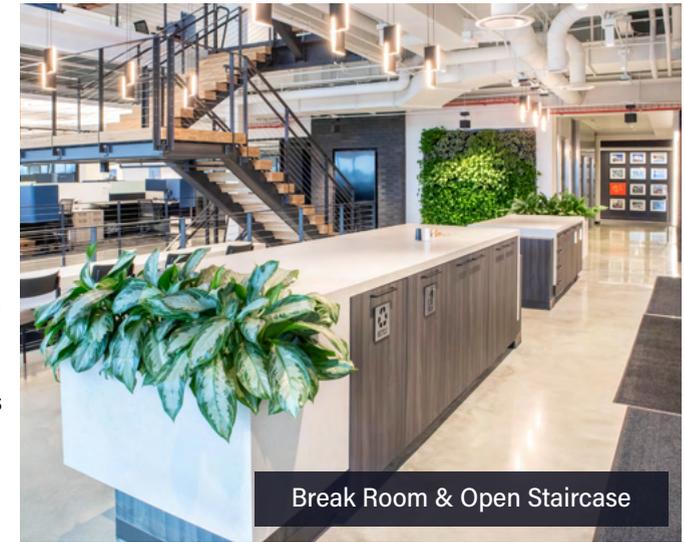
Workstations

Designing Key Spaces

With that vision in mind, the design team tackled how to turn those ideas into physical spaces. Since POWER's big differentiator is their people, with a focus on collaboration and innovation, highlighting their culture became a large part of their design choices. They did this by first, lowering cubicle walls to encourage communication and transparency.

Second, they built the "Charging Station", a large break room cafe on their main entry floor to create and showcase the energy and comradery of their teams.

Third, they designed an open staircase that winds up all four production floors to keep the spaces connected. Additionally, media center walls were placed at the top of each staircase to show POWER's innovative solutions and internal updates. The addition of a large glass-walled training room showcases POWER's commitment to innovation and learning for clients and colleagues alike.



Break Room & Open Staircase



In 1976, two industrious engineers established POWER Engineers. It is an engineering and environmental consulting firm who team together to design integrated, multidiscipline solutions for their clients. POWER is an employee-owned company with more than 50 offices and nearly 4,000 employees across North America. With their services in such high demand, POWER has worked hard to house their growing team. One such addition is the new five-story location in Meridian, Idaho. Over the past few years, POWER has successfully transitioned

its staff out of separate locations and deposited them in a beautiful office built for flexibility.

Cohesion & Flexibility

Leading the charge to create a space worthy of their brand was Business Unit Director, Daniel Krancer. With a background in architecture, Daniel volunteered to support the Operations Facilities team in developing a hybrid design for the new office. With few examples of how to successfully implement a hybrid work environment like POWER envisioned, Daniel visited offices that were experimenting with a hybrid workplace. It took him all over the US and provided him with many great ideas to fulfill POWER's vision. That vision included the concept of a cohesive POWER team and a flexible work environment that adapts to different needs and uses at any time.

“There is a tremendous amount of inspiration that comes from being in a great training environment. When people walk by, they can see for themselves that our company is actively investing in training, growing, and learning.”



**Daniel Krancer
Business Unit Director**



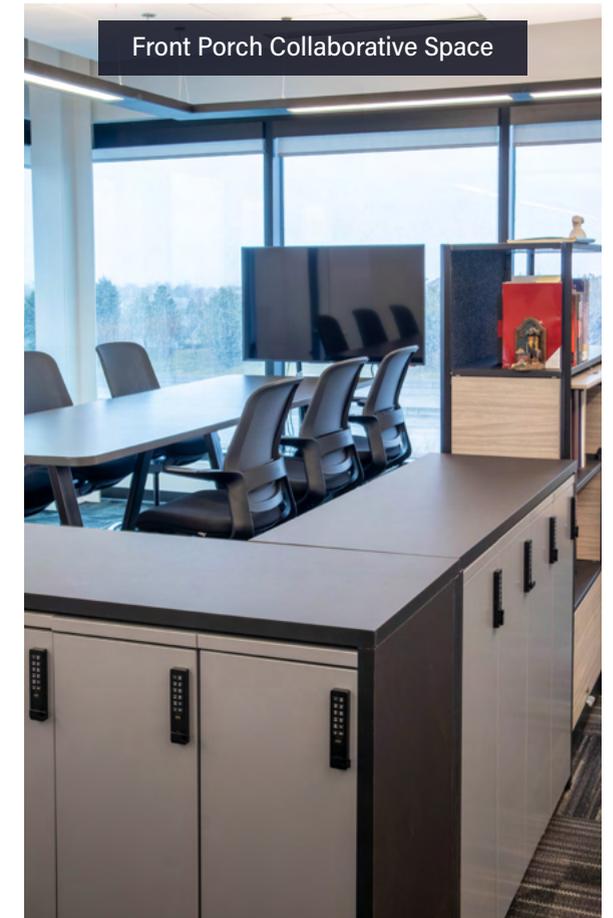
Finally, a broadcasting room serves as a great example of POWER's commitment to training their teams no matter where they are. In essence, they have created a virtual lecture hall where online participants have an equitable seat in the training. Meanwhile, the instructor can engage with each student as if they were in the room.

Tech Spaces For Multiple Uses

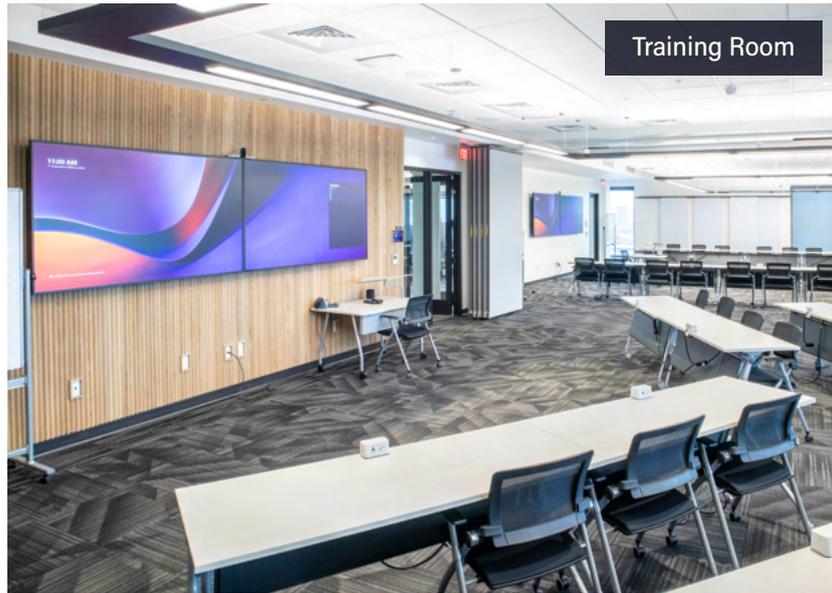
The vision for a cohesive team shines through tech-enabled spaces throughout the office. The POWER team wanted to identify purpose-built spaces, so they incorporated phone rooms, huddle spaces, and focus rooms, and myriad conference rooms to fulfill their team's various needs. The phone room



provides employees with a few moments of privacy while the focus rooms are specifically designed for different teams to sit down, share content, and work through a project together. The huddle rooms (open and private) are designed for two to three people to share ideas, brainstorm, and generally be creative in an intimate, conducive environment. From there, the

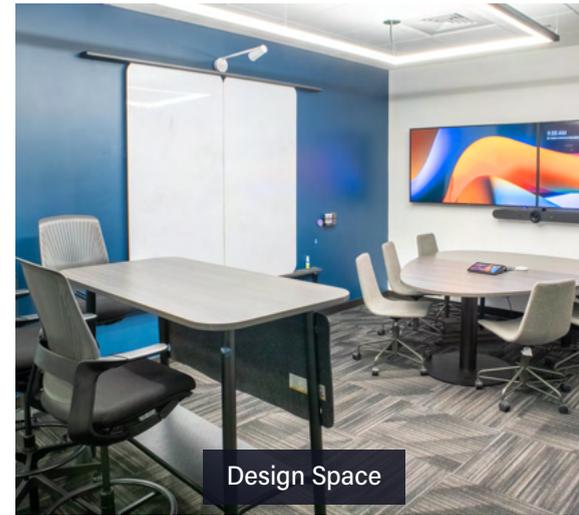


conference rooms are tailored according to the team meeting size and are useful for video conferencing and sharing content. POWER invested in their technology, so they have great cameras and screens to share content no matter the size of the space. Finally, there are design spaces that teams can reserve for a week or more to work together on a project. These rooms are full of whiteboards, screens, and anything else they need to collaborate effectively.



Training Room

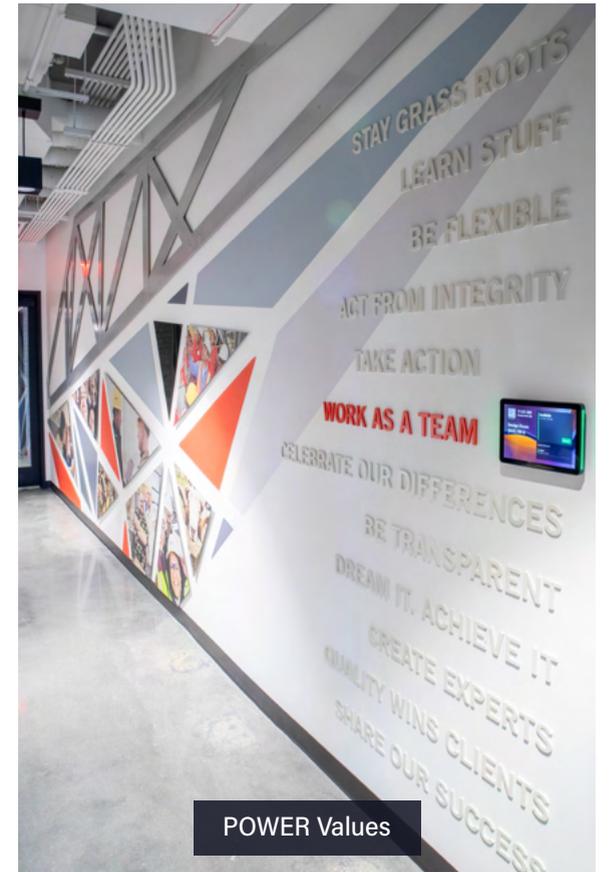
Charging Station & Focus Room



Design Space

Designing For Flexibility

With a focus on collaboration, POWER purposely designed its workstations to be generic in the sense that few are owned by a single person. "We want people to say, 'Hey, for the next two weeks I'm working with these eight people so I'm going to go sit by them.'" shares Daniel. They can take over a desk, a front porch collaborative area, or a design space and work with those people." Flexibility in the office was fully realized in the plan for designing four categories of workstations depending on an employee's flexibility preference. Footprint A is for employees who plan to be in the office full-time, personalize their space, and have storage. Type B is for those who will come in three days and don't need storage but want more desk space. Footprint C is for employees coming in once a week and sharing the space with someone else. Type D employees only come in for very specific reasons and use a hotelling station for the day. Finally, reservable private offices round out the offering to support employees however they choose to work.



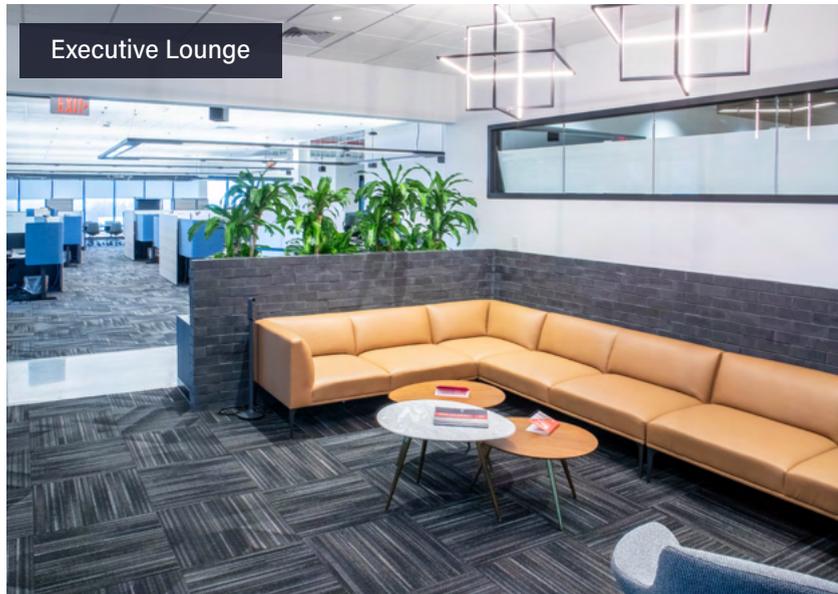
POWER Values

Supporting Their Workforce

With so much flexibility in where and how they work, POWER employees can do their best work regardless of location. Thanks to the vision of cohesion and flexibility, the company has created an environment that supports its purpose of "Do Good. Have Fun. Build Success." When it comes to creating a hybrid environment that empowers employees, POWER Engineers is leading the way in what it looks like to create thoughtfully designed, exceptional spaces.



"Charging Station" Lounge



Executive Lounge



BRS Principals Left To Right:
Joe Thompson, Andrew Davis,
Trent Koci, Mark Anderson



Building Boise & Beyond

In the basement of the BRS Architects office, there is a wall of tightly wound plan sets. They are set stacked atop each other with small tags dangling from the ends delineating which project they contain. A good seven feet tall, these stacks of plans represent only a portion of the projects the

company has participated in over the last 50 years. It is an architecture firm's legacy in plain view if there ever was one. The projects within these pages span everything from commercial and community spaces to retail and government buildings and celebrate 50 years of business. BRS Architects principals Andrew Davis, Trent Koci, Joe Thompson, and Mark Anderson share the story.

As with any good story, you must start at the beginning. In 1974 Billy Ray Strite started an architecture firm in what used to be a turkey coop. He and partner Clinton Yaka cleaned out the old coop, put in a wood stove for heat, and got to work. What began as a small firm between two men in Idaho would grow to a seventeen-person operation covering the western United States, Alaska, and Hawaii. During that time, the firm collected what it

regards as family members rather than employees. Principal Trent Koci has personally been with BRS for 37 years; having started there in high school. Many others have made the firm their home and plan to remain for the long haul.

During the last 50 years, the principals reflected on some of their favorite projects including the JA & Kathryn Albertson Foundation Building, the Arid Club, Barbacoa, and numerous TIs in the 11th & Idaho building to name a few. Each of these buildings has brought something unique to Boise.

As to projects that currently excite the principals, there are many. Joe Thompson has enjoyed working on the Children's Museum addition in Meridian because it is so community-focused. Andrew Davis is working on an exciting restaurant in Star that will have multiple different dining and bar experiences in one location. Trent Koci shares how fulfilling it has been to see Spitfire Tacos open for business in Eagle as it took years in the making. Finally, Mark Anderson highlights Stuerman's Wine and Cigar in Eagle as his recent favorite project to work on.

Such a diverse group of projects gives a glimpse into how BRS Architects has remained successful over the last half-century. "No project is too small," says Joe Thompson. "We take very diverse projects from retail and multifamily to government and industrial. I think that diversity is what has helped us maintain the company for so long. We can do a large BSU project or a small restroom remodel if that's what the client needs."

As to how they approach these different projects, Andrew Davis shares their philosophy. **"Our tagline is 'Ideas. Advice. Solutions.' and we take a lot of pride in that.** We provide the best advice we can and

implement the client's decisions to ensure their building works for them. Whether they follow our advice or not, we want to help them move forward and ultimately provide solutions that leave them with a successful project." How they approach each project can vary greatly, so BRS pivots when necessary. Based on the client's experience with building and designing, they will offer a different level of involvement. Ultimately, they determine their client's needs and tailor their services to fit those needs.

Part of their recipe for success is their team approach. No matter the project type, their approach is to look at it as the owner, the contractor, and the design team in addition to officially being on the architect and engineering side. They collaborate with multiple teams to find solutions that will lead them to a successful project.

And how do they measure success? With repeat business of course! BRS has extremely loyal clients who don't want to work with anyone else. That is a major reason they have expanded their licensure into so many states. BRS will begin a project in Idaho and then have the client bring them in on an out-of-state project. The same is true in the Boise market. "A relative of mine works at TOK," says Thompson, "and he says that when digging through the various buildings they manage, it seems like every other one is a BRS drawing." You just can't fake that kind of quality.

While there is no question BRS Architects has had a significant impact on the Treasure Valley, what they will do in the next 50 years is yet to be seen. Whatever the future holds, you can be certain that they will continue to tackle diverse projects. After all, no project is too small for some big ideas, great advice, and ingenious solutions from the BRS team.

Decommissioning Furniture & Living Their Values



Decommissioning at Cedar Point Office

How do you decommission 190,000 square feet of office space under a time constraint and move into a new building without disrupting work efficiency? A lot of planning and teamwork.

When POWER Engineers started designing their new building in Meridian, their Operations Facilities team began the gargantuan task of planning for moving personnel and equipment. Their mission was to move employees from their 120,000 square foot Cedar Point office into their 70,000 square foot Diamond Point office, then into their brand-new building over roughly six months. On top of that, they needed to decommission their old furniture as sustainably as possible. So, they decided to divide and conquer. While POWER focused on moving its people, Create Spaces searched for ways to decommission the furniture responsibly.

Operations Facilities Regional Manager Rob Womble and his team spent countless hours talking with POWER managers to determine which groups needed space in the smaller Diamond Point office. Those who could work from home did so. The others worked from hotelling stations and temporary seats the Facilities team prepared for them. Once the

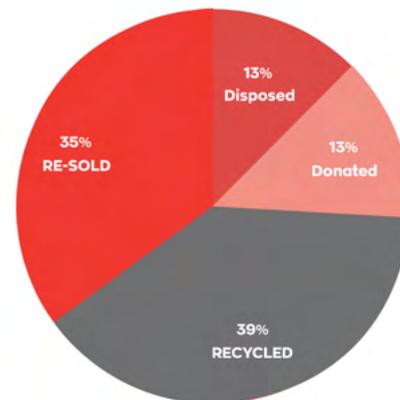
contractor completed a few floors of the new building, Rob's team started moving employees. "We moved in over a three-month period in three phases. In the first phase we received the second and third floors. Next, we got the fourth, and finally the fifth. It was a slow progression." Like they did between their old offices, they created spaces for employees to work if their floor wasn't ready yet.



Rob Womble
Operations Facilities Regional Manager

"This move was the largest undertaking our team has ever done. I was pleasantly surprised at how smooth it went. Ultimately, there was a lot of planning and valuable input from my team. I'm extremely proud of everybody, not just the core team, but the outer teams all the way down to the individual employees."

Decommissioning Statistics



As the POWER Facilities team cared for their people, the Create Spaces team identified buyers, recyclers, and non-profits to take 87% of the furniture left behind. In the end, POWER implemented a sustainable decommissioning of their buildings and helped support twenty local businesses and non-profits. One such organization close to Rob's heart was the Idaho Food Bank. "POWER has supported the food bank throughout the years. I think they're a great organization and was happy to support them in this way."

POWER Engineer's purpose is "Do Good, Have Fun, Build Success." Through extensive planning and prioritizing sustainability, POWER Engineers successfully moved their team and lived their values. They are an inspiring example of how to take a complicated situation, have some fun solving problems, do good in their community, and build success for themselves and others around them.

POWER Engineers Helped Support 20 Local Non-Profits, Organizations, and Businesses:



5 Tips for Structured Cabling

In the fast-paced world of modern business, seamless and efficient communication is crucial for success. As technology continues to evolve, businesses increasingly rely on a robust and organized network infrastructure to support their operations. One integral component of this infrastructure is structured cabling,

1 Scalability

For when your business experiences growth and changes in your technology needs.

2 Reliability + Performance

A well-designed system helps minimize signal interference, reduce downtime, and ensure consistent high-speed connectivity.

3 Simplified Troubleshooting

This makes it easier for IT professionals to identify and address problems quickly, minimizing disruptions to business operations.

a standardized approach to organizing and managing the intricate web of cables that connect various devices and systems within an organization. When approaching your company's structured cabling needs, make sure to focus on these five things:

4 Cost-Effective

Investing in a quality system lowers costs over time with ease of maintenance, scalability, and reduced downtime.

5 Adaptability to Technology Changes

Structured cabling ensures that businesses can integrate the latest technologies and upgrades without the need for extensive rewiring, providing a future-proof solution.

Create Spaces provides structured cabling services. Contact us for help with your system today!

Zeppelin by Flos

Verlay Table by Steelcase

Silq by Steelcase

Menagerie of Extinct Animals by Moooi



Raimond
by Mooi

The Raimond light: a perfect sphere of mathematical ingredients punctuated by tiny LED lights. Looking at the lamp feels like staring into the soft glow of a starry night.

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