



Nick Bishop Solutions

Create the “Right environment” and watch your teams flourish and grow!



“Business is business”, no time for play, so let’s get a good days graft done!

Well sort of, but what about the environment? The work place can take many forms but for your teams to flourish and grow, a number of things have to be present. An environment in which people feel valued...A combination of a having an “Open & Honest” culture, where “Values & Visions” are aligned, and where empowerment lets people thrive and grow.

But what of the physical environment?

When delivering workshops, I often refer to [Pikes Place Fish Market](#)...Not a flash place, cold and perhaps smelly but where the staff love to work, also to entertain the customers.

I once visited a business which had had a fabulous refurb. The place looked stunning and the design and floor layout similar. Somewhere the staff would enjoy being a part of. My thinking was shattered when the Operations Director explained how they could “cram the place with more desks”!

I am fortunate to consult certain days each month at a Global business in Manchester. They too have had a major refurb...The place looks fabulous. Break out areas, and a super area for staff to meet and chat at lunch. Fruity Friday where fresh fruit is provided and all new starters are made to feel very welcome with a quarterly drinks reception to celebrate them!

Personally, I have never been a fan of “hot desking”...My view being that we all need a sense of belonging...Our own space. This conflicts with “Retail” where profit is often measured by profit per square foot.

Always remember that it is how you look after your people, the surroundings that you provide, the atmosphere that you ceate, the spirit that you instill and the culture that you build.

Never overlook the environment that you create. This weeks “Blog” is dedicated to my excellent hosts of last Thursday...You know who you are!

I view my role more as trying to set up an environment where the personalities, the creativity and individuality of all the different employees can come out and shine

Tony Hsieh