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ANNE PFITZNER, OFFICE MANAGER, NVIDIA OY



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Anne Pfitzner, Nvidia Office manager, describes the working environment project: “Our new workspace is noticeably larger than the old one: before, our personnel consisted of 38 people and now there are 62 of us. We wouldn’t have fit in the old workspace anymore. At the moment, our workspace allows us to grow to a hundred employees. The working environment is different every day depending on how many people there are here.

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The old office was dark, bleak and didn’t have enough light. The difference compared to the new office is really noticeable. I think the working environment change is 100% successful. The work done by Workspace has been really valuable: co-operation has been effortless and professionals are seeing things in a completely new light.”

Workplace Development Vision as a Cornerstone

The new working environment was based on Nvidia’s business goals and the employees’ needs. Three key phrases were chosen to be the cornerstones of the workplace development vision: “Better than home”, “Great visitor and user experience” and “Nvidia Finland”.

“Better than home” means that for many Nvidia employees the workplace is more than just a place where you come to work. Flexible hours and a functional working environment is the best combination in a company where work is intensive and phone meetings often carry on to the late evening. Anne Pfitzner feels that when you demand a lot from your employees you also have to give a lot back. That is why the workspace design was done together with the employees and it included, among other things, a game room fit for a bachelor pad, a soundproof band room, a break room, a shared library and a kitchen worthy of a semi-professional chef.

“The kitchen is a hub of social life – there’s always someone there. It feels like home when the dishwasher is on, someone’s at the fridge and someone else is frying something on the stove. It’s an easy place to come to. On Mondays, the company treats us with coffee and an office breakfast for everyone. One of the meal groups works so that you cook for others on one day and on the other days you get to come and eat a ready meal - that’s how it works.”

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The striking group spaces are in the heart

At the heart of workplace development solutions are the striking group work spaces, and according to Anne Pfitzner the spaces are used frequently. “The space caters to modern working styles. The lounge areas are for team internal meetings, and they are also used for sparring with other teams - that happens often. The lounge areas are in use all the time, there’s always someone there.



The idea of a lounge area came from an idea workshop where Nvidia employees described their work culture in the following way: “We give a hundred per cent when we’re at our posts, so they have to be acoustically functional and support team-like working. When we’re not in our posts, we like to share our thoughts and have conversations with our colleagues.” The result of work profiling was that most employees work in teams and in projects so work posts were situated in team work rooms of different sizes rather than open-plan offices. To ensure comfortableness and acoustic functionality, Martta Suurpää, Workspace interior architect, coated some of the walls with graphics-like textile carpeting that suits Nvidia’s general design. The result turned out to be so practical that the Floor and Wall Covering Union rewarded it the Floor of the Year prize in 2012.

Even though the central goal was for the environment to be comfortable for Nvidia employees, the key phrase “Great visitor and user experience” portrays Nvidia’s wish to give a positive experience for the clients and partners that visit the workspace. For them, there is a special zone with its own entrance where Nvidia can present its products that work with display controllers. Guests have reacted positively to the surprising decoration solutions as well as the environment being unlike conventional negotiation spaces.

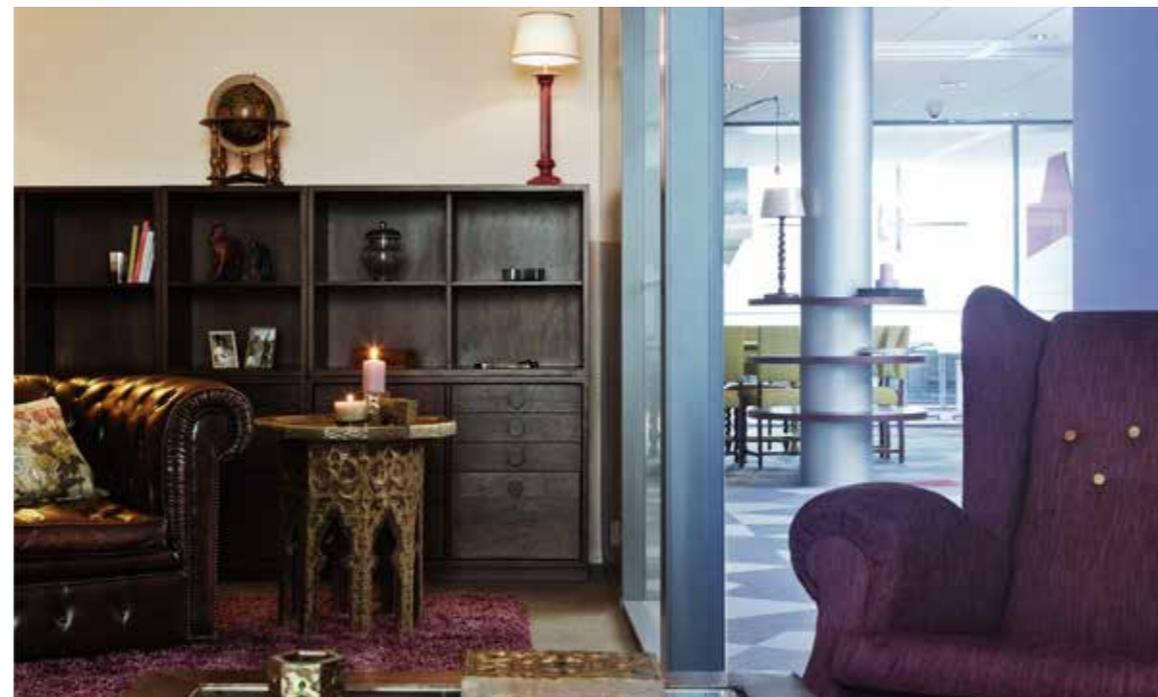
Spaces endorse a company’s employer image

Nvidia also uses the workspace to actively build a positive employer image.

“The workspace has a big impact on a company’s employer image. We have guests over more often, for example student groups visit regularly. Even at recruiting events you tell people what kind of office they could come and work at. With the workspace, we also want to help new employees adjust; the kitchen is a whole different kind of place for building contacts. Our views on the significance of workspace are progressive and I hope that other

companies will come to understand that, too.”

The third key phrase “Nvidia Finland” portrays that even though the company is a part of an international community, it is a haven for experts living in Finland. For this reason, an elegant sauna was designed with the employees to be included to the environment. The sauna facilities are a combination of a changing room panelled with plank boards recycled from an old shed, a modern shower room and a sauna with a view. Despite the Finland-related solutions, Nvidia Finland is profiled within the company as a pioneer of working environment issues, and some of the workspace solutions of



Nvidia Finland have already been reproduced around the world.

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Even though an environment like this is costly, it’s worth it. It has been very nice for me here, and it’s wonderful to see people going around and using the workspace, and you can tell that this is a good thing.

The space shows that we are equal and open - we don’t want there to be a hierarchy here. The CEO sits in the same space as the sales manager and the Content Manager.

What our office looks like has so much added value for me personally that it motivates me to come here every morning. It does matter what kind of environment you spend your days in.”

Ask more information!



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