

# FUTURES RESEARCH CONSULTING NEWSLETTER

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By Vanessa Deggins

## Futures Research Consulting workshop #1



- Joachim Ramström & Veijo Pönni from the Brahea Center conducted our first workshop. The focus was to develop our internal culture and establish co-op processes. The three main topics discussed were “how do we get customers,” “how do we create a safe environment with open communication among members” and “what is the process and structure when we get a job offer?”
- “I’ve been coaching teams and companies for a number of years and 90 percent of the time, things don’t work out because of a team can’t work well together. Not because of lack of money and ideas.” - Joachim Ramström



## Highlights of the Workshop:

- Environment/Communication
  - There is no such thing as a bad idea. We should encourage members to explain the details of their idea and make sure they are willing to commit their time to seeing the project through. If anyone presents an idea, by default, they are taking responsibility for completing that task.
  - We should always try to be nice to each other and try to use motivating language like “good job,” “that is a good idea.”
  - There needs to be a plan to familiarize new members. In general, introduce yourself to members you don’t know. The suggestion was we put together a welcome package with an overview of the basic information they would need.
  - For hard communications such as removing non-active members from the co-op, the board would be responsible for such actions. It was determined that they should first reach out to the personal privately to determine the status of their situation.
- What are the barriers to becoming a fully functioning co-op?
  - Know your own time restraints

- Everyone should commit to the rudimentary tasks that are required, such as blog posts, marketing and self organizing.
- We don't have a physical space. We have a mailbox at the FFRC, but also if we have a locker at SparkUp, we would be able to use the space there. This would be contingent on one of the general use rooms being available or we can meet and work in one of the public areas.
- Besides the board, we need to know people's specific roles in the co-op, such as having someone over marketing. It would be an internal committee.
- Processes and Structures after we receive a job offer
  - Create an internal questionnaire for clients to get details on the project.
  - Some members prefer communication to be through email instead of Facebook because they are not very active on social media.
  - How to decide on who gets to work on a project, whether a member brings in the work or a client directly contacts us. Because this is a cooperative, rules state that the project and its requirements should be made available to all members.
  - How to get past the fact that the members with the needed expertise do not speak Finnish. One suggestion is to have a Finnish speaker even if they are not knowledgeable in the subject matter. They can be briefed or work as a translator.
  - Also, the original goal for the cooperative was to have a global scope. At this time, that has not been the case. Members have said they will try to work more towards a global marketing scheme.

## Next Steps:

- One thing Jocke required before we left was to pick a task and set a specific deadline when we would have the next step of that task. The below listed tasks all have deadlines at the end of the week.
- Suvi - set up regular meetings
- Taina - create a public facebook page for the co-op
- Vanessa and Essi - an outline for the welcome package
- Elli - set up a public calendar so members can lay out their available times

- Piritta - a questionnaire for employees, which she will make available for suggestions and comments and start to draft guidelines for accepting clients
- ALL OF THESE DOCUMENTS WILL BE AVAILABLE FOR MEMBERS TO VIEW AND COMMENT ON

### Board Members

Chair: Suvi Hakala - hakalasu@gmail.com

Vanessa Deggins – vandeg@utu.fi

Merja Lang – merja.l.lang@utu.fi

Pasi Hario – pasi.s.hario@utu.fi

Otto Tähkäpää – ottoaleksi.tahkapaa@utu.fi