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Company/Organization: Warrenstreet Architects, Inc.

#### Challenge or Opportunity:

The owners of Warrenstreet Architects wanted to create a culture of honesty, openness and caring for others. The belief was that this attitude would create a commitment by all employees to seeing the company, our clients and each other succeed.

#### Approach or Solution:

In 2008 Warrenstreet Architects converted to an employee-owned cooperative. The staff worked for 14 months to create a business model and foundation to allow any employee to join the Coop. Now once an employee has met the requirements, they can become an equal partner and share in the challenges and successes that are inherent to a professional design firm.

#### Impact:

Warrenstreet Architects has benefited from the change because our employees who now feel a sense of ownership are more dedicated and committed. Our clients also see the difference with that enthusiasm transferred into the services we provide. Our employees are the big winners because this new attitude creates an environment of growth and encouragement that is unique to this type of corporate structure.