

TUNING TEAMS

Core Energy
Integrated Leadership Communities
Complex Stakeholder Groups
Co-Creative Conferences

nowhere

TUNING TEAMS



Breakthrough is fundamentally a human activity, born from putting our differences into creative relationship, in order to create a plethora of new and novel intersections, and a myriad of empty spaces – all full of latent potential.

For this reason, our capacity to break through is dependent on the quality of contact and relationships we build in a team.

Much research has been done on what makes a team highly productive, peak performing and creative. Is it the right mix of introverts and extroverts, of followers and leaders, or of personality types? Or is it more about group norms, unwritten rules, conversational turn-taking and social sensitivities?

Latest research would posit that the key to breakthrough teams and productive meetings is '**psychological safety**', ie. it is safe to speak up, voice differences of opinion, think out loud, take risks, disclose, fail fast etc.

Psychological safety and the trust that ensues is, from our experience, one of the four allied states of mind that enable breakthrough teams to work at their creative edge and make the unmade future.

The other states of mind are:

- having a **shared passion, belief in and commitment to something larger than ourselves**

- the willingness and resilience to **wander with wonder into the unknown** together
- the ability to **see and work with pattern** so we can move like a flock of birds

The beauty is that when we move into these allied states of mind together, breakthrough teams begin to manifest like flames.

Unfortunately, if one or more of the team lack the self-awareness, interpersonal skills or behaviours needed to work in this way, these allied states of mind become undermined or distorted. The team then struggles to establish and maintain their creative relationships, and become unable to marshal the energy needed for breakthrough. The team and the work simply fragment and collapse back to being less than the sum of the parts.

The first challenge, therefore, is for teams to raise their awareness to those states and qualities of mind that take them out of creative relationship with each other, and those that put them into creative relationship. Then they need to learn how to interrupt those that distort them, individually and communally, and amplify those that ally them. Finally, they need to master their allies so they can call them forward in various sequences and forms, at will and with skill, to catalyse breakthrough and move to new levels of peak performance.

CORE ENERGY

'The way we now work together was unimaginable just 12 months ago.'

Most of our work is with executive and senior teams, helping them catalyse breakthrough activities and lead large-scale change and transformation. This is only possible if the team itself is 'humming', ie. is on purpose and in creative and productive flow. This is where our work begins – tuning teams into the higher frequencies of peak performance, so they can build the 'core energy' needed to catalyse breakthrough.

nMaps is a unique, cutting-edge framework, practice and tool that reveals the hidden code for how teams and leaders become greater than the sum of their parts.

Used with an ongoing, iterative practice of 'experimentation and reflection', **nMaps** transform our capability to tap into a wider collective intelligence, catalyse breakthrough and flow, and generate peak performance.

nowhere



INTEGRATED LEADERSHIP COMMUNITIES

‘We have 27 leaders who work together as a peak performing, federal leadership team. We now work in an integrative way with shared accountability for leading our company forward.’

Emerging next practice advocates the formation of integrated leadership communities at the top of organisations that work with executive teams to co-create the optimal way forward.

Investing in and upskilling a larger group of key leaders to hold and work the strategic patterns of change, challenge and/or transformation, is a much more effective way of leading organisations forward as living systems, enabling critical interdependencies to be worked in real-time and in game-changing ways.

COMPLEX STAKEHOLDER GROUPS

‘Getting everyone in the room, and holding them there until they discover how to move forward as one, has dramatically increased the speed and effectiveness of our change initiatives.’

Large-scale change programs are also becoming more prevalent as processes are out-sourced, systems move to the cloud, functions shift their role and place, and workplaces re-shape at warp speed. These are all systemic interventions, where without representatives of the ‘system’ feeling part of the solution, and not just part of the problem, resistance will undermine and corrupt success.

This is where we help to bring complex stakeholder groups together to deep-dive into the need and co-create the solution, so together, with clarity and ownership, they can then lead the organisation on the most elegant journeys of change.

nowhere





CO-CREATIVE CONFERENCES

‘Once you’ve experienced this type of conference you won’t want to go back to the old way ever again.’

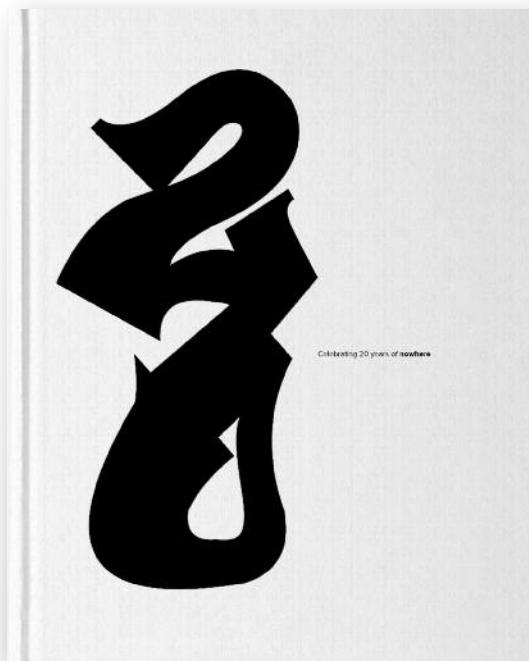


Gone are the days when annual leadership conferences are driven by lots of ‘death by PowerPoint’ presentations, a team-building exercise, a guest speaker and a gala dinner. If only?! Unfortunately, this still happens way too often. And worse still, stupid amounts of money are often spent on the wrong things.

Leadership Conferences should never be seen as communication events, rather as strategic, cultural and leadership interventions. Your key leaders should be transformed just in the preparation of such a gathering, let alone through it and after it.

It costs a lot to bring hundreds of your top leaders together, and yet if viewed differently, these conferences can be the most wondrous and powerful opportunities for tapping into the collective intelligence of the system, actually doing the work that takes you to the next level, and tuning into a communal ‘hum’.

Don't just 'up' the participation, move to the next paradigm of conferences.

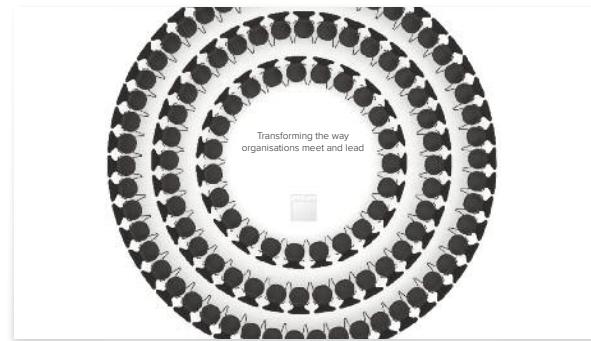


The Hum

Celebrating 20 years of **nowhere**



Catalyst Training



Transforming the way organisations meet and lead



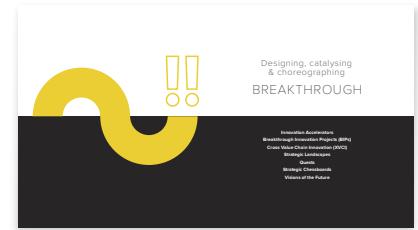
Our Core Practice



nMaps



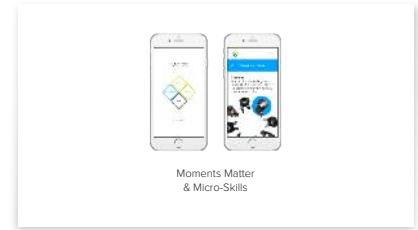
Tuning Teams



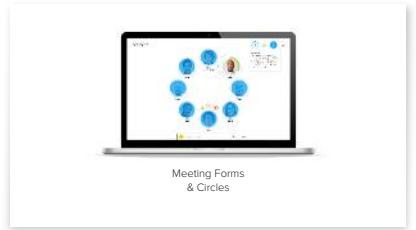
Designing, Catalysing & Choreographing Breakthrough



Building Eco-Systems & Cultures of Innovation



Moments Matter & Micro-Skills



Meeting Forms & Circles



Holding Space & Empty Mirror



Riding the Creative Rollercoaster

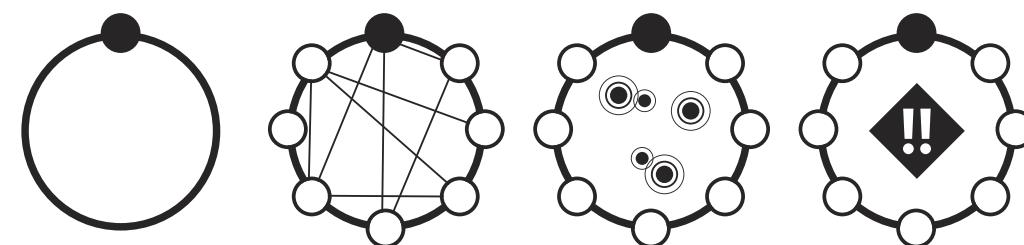


Evocative Leadership & Catalyst Skills

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Catalysing Breakthrough



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