JR | REGENERATIVE LEADERSHIP

TRAINING PACKAGES

For teams and organisations

Build a team with the awareness, ownership and clarity your organisation needs to grow.

Systemic leadership development that helps teams recognise and transform their own leadership, towards thriving work systems.

01 **SYSTEM CHECK**
Know exactly where you stand.

02 **SYSTEM SHIFT**
Define what must change.
Build the solutions with us.

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OVERVIEW



Strengthen your team's awareness of its own leadership, and unlock the power of change within.

We work with leadership teams and departments to uncover what holds them back, and to build the work systems and culture that let them succeed and stay healthy. Choose the level of support that fits your situation.

	SYSTEM CHECK Know where you stand	**SYSTEM SHIFT** Move forward with clarity
WHAT IT DOES	Shows you where you stand and how you operate now	Shows you where you stand and builds the way forward with you
YOUR OUTCOME	A clear diagnosis of your current work systems and leadership patterns, including inefficiencies, conflict points, blind spots, unused potential, guiding values and strengths	A diagnosis plus a defined target state and co-developed solutions
WHO DEVELOPS THE SOLUTIONS	Your team, independently	We develop them together, with our facilitation
DURATION	6.5 h (5 h as workshop)	11.5 h (10 h as workshop)
INVESTMENT	**1,750 USD**	**3,100 USD**

NOT SURE WHICH FITS?

Choose SYSTEM CHECK if your team has the capacity and ownership to design its own solutions once the issues are visible.

Choose SYSTEM SHIFT if you want an experienced facilitator to help you decide what needs to change and how.

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PACKAGE 1

SYSTEM CHECK

Know exactly where you stand.

THE CHALLENGE IT ADDRESSES

Teams often sense that something is not working, such as slow decisions, lack of accountability, unclear communication and responsibilities, recurring conflict or unused potential, but cannot pinpoint the cause or find feasible ways to change it.

YOUR OUTCOMES

- **Stronger self-awareness across the team:** each participant understands how they lead themselves, including their strengths, patterns, relationship to responsibility and points of avoidance, and how these affect their work results and the people around them
- **Clarity on your organisational work system:** where the team stands today in its direction, values, leadership patterns, decision-making, communication, accountability and delegation, and how this compares to where it wants to go
- **Clarity on conflict points and inefficiencies:** where time, energy and resources are lost, for example through instructions that don't get passed on, work in silos, or tension that goes unaddressed, and why this happens
- **Clarity on your stakeholder landscape:** how your team relates to customers and cooperating partners
- **A shared language and a shared picture:** the team can discuss these issues openly and works from the same understanding

WHAT WE DO

- **Self-Leadership Awareness (1.5 h, individual preparation):** before the workshop, each participant reflects on (a) their own strengths, weaknesses, patterns, points of avoidance and motivations, and (b) the organisation's leadership patterns as a whole.
- **Organisational Analysis Workshop (5.0 h):** the team (re)gains clarity on the organisation's purpose, shared values, strengths, patterns, conflict points and blind spots, and how these shape the team. Stakeholders such as customers and cooperating partners are reviewed wherever they come up, for example in conflict points or a lack of accountability.

Areas we examine: direction, goal setting, internal and external communication, accountability, delegation, decision-making, strategic planning and partnerships, performance and impact measurement, recruiting and onboarding, HR development, conflict resolution.

WHAT YOU RECEIVE

A roadmap for main leaders and department heads, to use as a strong guideline for their next steps.

BEST FOR

Teams that want an honest diagnosis and will design and drive the solutions themselves.

DURATION **6.5 h**

INVESTMENT **1,750 USD**

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PACKAGE 2

SYSTEM SHIFT

Know where you stand. Define what must change. Build the solutions with us.

THE CHALLENGE IT ADDRESSES

Insight alone rarely changes behaviour. Teams often stall after the diagnosis because priorities are unclear, ownership is diffuse, or old patterns return.

YOUR OUTCOMES

Everything in SYSTEM CHECK, plus:

- **Clarity on the changes needed:** what must be let go (obsolete beliefs, behaviours, structures and systems) and what must be built
- **A defined target picture:** the ideal leader profile, and the culture and work design you want to create
- **Clarity on the work systems, routines and rituals required** to be productive and healthy
- **Co-developed solutions** with clear priorities, shaped in the workshop with our guidance
- **Clarity on what leadership and HR need to develop** to grow the leaders you want
- **Identified opportunities** for new strategic partnerships
- **Safeguards against falling back into old patterns,** including a stronger communication culture and accountability for change
- **A concrete starting point** for implementation

WHAT WE DO

- **Self-Leadership Awareness (1.5 h, individual preparation):** see SYSTEM CHECK.
- **Organisational Analysis Workshop (5.0 h):** see SYSTEM CHECK.
- **Team Development Workshop (5.0 h):** we review the team's direction, leadership patterns, work systems and opportunities for growth, and translate the findings into the changes you want to make, from the individual and team level up to the whole organisation and its stakeholders. We facilitate the process so that your team arrives at its own solutions, faster and with more clarity than it would alone.

Afterwards, teams typically enter a phase of close self-observation that leads to gradual change at individual and organisational level.

WHAT YOU RECEIVE

Everything in SYSTEM CHECK, plus a documented change agenda with priorities.

BEST FOR

Teams that want expert facilitation to move from diagnosis to decisions, and to build solutions with support rather than alone.

DURATION **11.5 h** INVESTMENT **3,100 USD**

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HOW IT WORKS



How it works

01 Preparation

APPROX. 1.5 H PER PARTICIPANT

Self-Leadership Awareness: each participant answers a reflection questionnaire individually, preferably during regular working hours.

02 Workshops

HELD IN 5 H MODULES

With a lunch break in between, and a recommended group size of max. 12 people.

03 Follow-up

OPTIONAL

Change Integration Support sessions to keep changes on track.

Group size: larger teams can be split into several workshop groups so that every participant is heard. Discounts are available.

Valuable add-ons

1:1 Leadership Coaching

For members of top management, department heads and HR leads. Developing the mindset of key players creates ripple effects across the organisation.

150 USD/h

Change Integration Support

Regular sessions to review progress, process setbacks and keep leaders accountable for the changes they committed to.

120 USD/h

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NEXT STEP

Two ways to get started

1

Book a 30-minute introductory call

We will recommend the right package for your team.

2

Request our challenge document first

Fill it in to share your team's challenges with us. Once we have received it, we will reach out to you by e-mail.

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THANK YOU FOR INVESTING IN YOUR PEOPLE
AND THEREWITH,
IN A BETTER FUTURE!