

# THE MENU

Designing How People Work Together

## APPETIZER

### YOU, IN THE SYSTEM

It begins with you. This phase goes wide: where you see yourself, others, and how you all sit in the same system. What do you bring into the room, what signals are emerging, and where are you collectively headed?

### NAMING THE MOMENT

What threshold is your team standing at? What's ending and what's beginning? We identify the shifts and chart a path to clarity, shared goals, and momentum.

### PAUSE + REFLECT

A deliberate pause, long enough to hear what's actually happening beneath the surface. The room sits and syncs before the real work begins.

### WHAT'S ALIVE

The room that arrives isn't always the environment that's needed. An honest read of what's competing for attention right now: a deliberate calibration.

## MAIN COURSE

### THE FEAST

*Signature. In-person. Bespoke.*  
Designed for real relational work. The environment is scored for the emotional arc: Tensions named and worked through. The team develops practices and artifacts that endure.

### CANDID CONVERSATION

The conditions for honest dialogue, where conflict becomes information and tension gets used rather than managed around.

### WORK DESIGN

Making the invisible visible. Highlighting how great work actually gets done in this culture. We examine the patterns and redesign them around what matters – people, purpose, and performance.

### The Guide

This menu is best shared with leaders and teams who sense that the old ways of working no longer fit, but the new ways aren't yet clear.

Through our practice we work as partners. We bring structure and curiosity. You bring lived experience and courage. The work remains oriented toward responsibility and action.

There are no off-the-shelf answers here. We begin wherever the energy is. Off-menu moments can be the most nourishing.

The best work happens when there is trust, time, and a willingness to be surprised. We design for all three.

Delivery is often an hour, half-day, full day, or a custom program up to six weeks. The menu works at any scale. Engagements start at \$3,500.

In a single session, something shifts in the room and the dynamic changes. Teams leave with new language for what was previously unspeakable.

**Bon Appétit.**

## DESSERT

### REFLECTION + HARVEST

Making sense of what happened, together. What's shifted? What's alive? What travels back with you? The room is wiser for having convened.

### THE FUTURE

Commitments that hold up within the set conditions. We close by naming what's changed and how you will take inspired action.