



THE PATH TO FREEDOM
In making conscious choices

TUNE:

A 4-week vacation system

Try to imagine that...

... you can take a **4-week vacation** with **no bad feelings**

... you can take a 4-week vacation **and not connect to your company's systems**

...you are the **master of your calendar**

... you have a team consisting of **people eager to create**

...your team is a **well-oiled machine**

... you are **less busy but more productive**

...you can achieve all this in one year



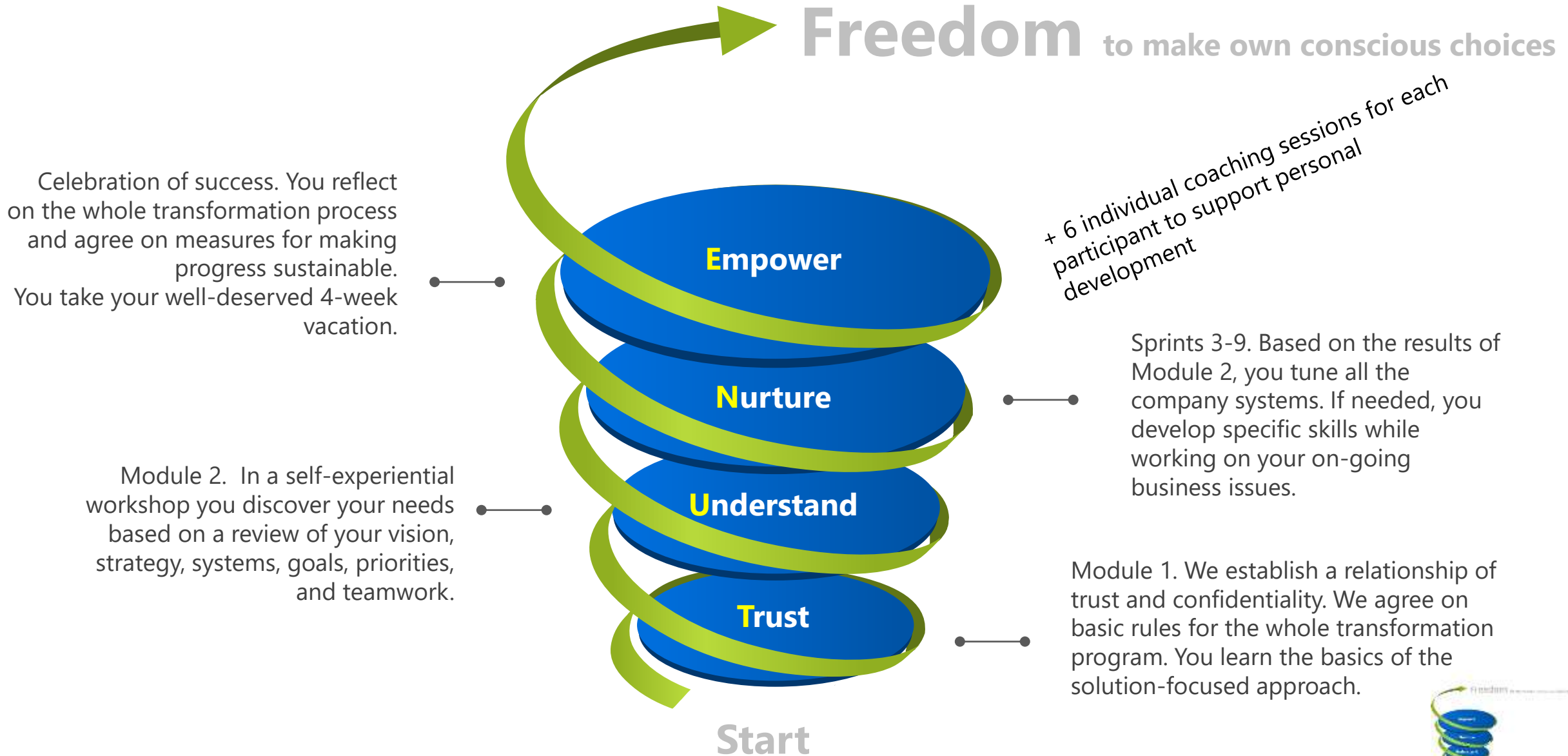
Besides a 4-week vacation you get even more ...

- All team members will be able to explain your company vision and will know how exactly he/she contributes to reaching company goals.
- All team members will be individually accountable for team success.
- You will have a simple dashboard of not more than 7 major indicators that show you on a weekly basis whether you are on or off track.
- All meetings will start and end on time.
- All meetings with no purpose will disappear.
- All team members will be ready, focused, and motivated for meetings.
- All team members will talk when needed and be actively silent when needed.
- There will be no hidden conflicts, coalitions, or scheming.
- All team members will communicate openly and transparently.
- Conflicts will be opened and closed in a constructive way.

The bad news:
No amount of training will help you
accomplish all these things.

The good news:
You can accomplish all this by learning from
experience!

TUNE – The transformation process



MODULE 1: TRUST

Solution-focused approach (2 days, offsite)



The TUNE concept is based on learning from experience. We use the experience from your business and also from the various team tasks performed during the workshop so that you can observe, identify, and understand main challenges. Before we can start with this process we need to

- Establish a safe and productive environment for the whole transformation program
 - The basic rules of effective team collaboration
- Clarify the roles and responsibilities within the team and between the team and us as coaches
 - When am I a leader? When am I a team member? When am I a subordinate? When am I a facilitator?
- Agree on basic conditions for change based on the ACT model (Awareness – Choice – Trust):
 - Clarity
 - Team mindset vs. individual mindset
 - Solution focus
 - Simple and transparent decision-making process
 - Performance = Potential – Interferences
 - Non-judgmental observation
 - Situational leadership styles based on personal and team boundaries
- Introduce the concept of the team's potential and interferences that reduce the team's full potential

Each team member books a 4-week vacation within the next 12-18 months in his/her calendar.



MODULE 2: UNDERSTANDING

Awareness of the current situation (2 days, offsite)



As Trust has been established, the real process of **learning from experience** can start. We will use your real-life work experience, plus the direct experience from the workshop itself. You will get a clear understanding of your potential and interferences in the following areas:

- Mission – Vision – Strategy
- Values and corporate culture
- Structure and systems
- Clarity: Goals / Priorities / Tasks / Agreements / Rules / Consequences
- Teamwork, communication, and ability to deal with conflicts

The outcome of the workshop:

- Team consensus:
 - The specific goals of the transformation program – both on the individual and team level
 - A plan for reaching these goals
- A dashboard including no more than 7 crucial measures indicating if you are on or off track



SPRINTS 3–9: NURTURE

Development and change based on real needs (each half day, online)



The goal, plan, and dashboard are established. Team sprints agilely NURTURE participants, fulfilling team and individual needs on the path to reaching the common goal, such as

- Leadership based on vision and values
- Focus – doing less with more impact
- Productivity and time management
- Non-violent communication
- Internal and external energy sources (on both the individual and team level)
- Complex health system
- Stress resilience and work-life balance
- Change management
- Agile approach and project management
- Understanding your own blind spots/interferences detracting from full potential

Team sprints are complemented by individual coaching sessions to cover the individual needs of the team members.



FINAL MODULE: EMPOWER

Celebration of success (1 day, offsite)

- Look back at what you have achieved
- Individual / team balance: Performance – Enjoyment – Learning
- Plan for weekly / monthly / quarterly reviews of the “4-week vacation system” to make it sustainable

And then you can take your 4-week vacation!

