



EXECUTIVE WORKSHOPS

Your organization, on the table.

Two workshops, each built around a real situation in your organization: a problem that keeps returning, or a change that has to take hold.



Organizational Déjà Vu

The problem you already solved. Again.

Why do capable organizations keep repeating the same problems?



From Memo to Habit

Nobody adopts a slide.

What needs to be true for change to actually happen?

THE ONE REQUIREMENT

Without a case, there is no workshop.

WHAT A DAY CAN DO

More than an introduction, and less than a strategy. Participants work on their own case and leave with a shared reading and first decisions.

AT A GLANCE

Half day or full day · 6 to 12 participants · in person, in English or Spanish · a written record within a week



ORGANIZATIONAL INTELLIGENCE

Organizational Déjà Vu

The problem you already solved. Again.

Why do capable organizations keep repeating the same problems?

WHEN IT IS WORTH A DAY

- A problem has been “solved” more than once, and is back.
- A new project is about to repeat an earlier one.
- Two functions disagree about which number is right.

WORKS WELL WITH

A leadership team, heads across functions, or the team of a single head.

HALF DAY · PLUS A BREAK

01 House rules	10 min
02 The one that came back	25 min
03 Previously, on...	40 min
04 Same number, different story	35 min
05 Through five lenses	55 min
06 Prove us wrong	40 min
07 Where to look next	20 min

FULL DAY · PLUS BREAKS AND LUNCH

01 House rules	10 min
02 The one that came back	30 min
03 Previously, on...	50 min
04 Through five lenses	75 min
05 Follow the decision	75 min
06 Prove us wrong	90 min
07 Where to look next	60 min

THEY LEAVE WITH

Why the problem deserves a different kind of investigation, the readings that diverge across functions, and two or three working hypotheses.

THEY LEAVE WITH

How the problem reproduces itself, one real decision followed across functions, and prioritized hypotheses with the evidence needed to test them.



CHANGE MANAGEMENT

From Memo to Habit

Nobody adopts a slide.

What needs to be true for change to actually happen?

WHEN IT IS WORTH A DAY

- A change has been announced, and daily work has not moved.
- A new system, structure or way of working is about to roll out.
- A sponsor needs those who will carry the change on the same page.

WORKS WELL WITH

Heads leading a change in a business unit or department, on their own or with their team.

HALF DAY · PLUS A BREAK

01 Say it in one sentence	25 min
02 Monday morning	45 min
03 Where it breaks	45 min
04 What must be true	55 min
05 Test before you roll out	35 min
06 Names, not intentions	20 min

FULL DAY · PLUS BREAKS AND LUNCH

01 What good looks like	30 min
02 Monday morning	60 min
03 Where it breaks	75 min
04 The sponsor goes first	60 min
05 Beyond the announcement	60 min
06 Small bets	60 min
07 Names, not intentions	45 min

THEY LEAVE WITH

Who must change which behaviour, and the main barriers to adoption.

THEY LEAVE WITH

First adoption commitments: owners, enabling conditions, small trials, and signs of adoption that can be observed in daily work.



Before, during and after

BEFORE

The case is agreed

The case on one page: an observable situation, not a verdict about people.

The sponsor agrees the case, the expectations and the limits in 30 to 45 minutes.

Each participant shares a short individual reading, so the room does not settle on the most senior view.

THE DAY

Working on the case

Half day, about four hours, or full day, about six and a half working hours.

6 to 12 participants with different perspectives, and someone able to act.

In person, in English or Spanish, or a dedicated online format.

AFTER

A record, and a choice

Within a week, a record of three to five pages that keeps apart what was observed, reported, interpreted, hypothesized and decided.

What comes next is the client's decision. After Déjà Vu, often the Executive Diagnostic; after Memo to Habit, support while the change is carried out.

Indicative agendas

Every workshop is adapted to the organization's case. The agendas show the sequence of work and the time it usually needs, not a fixed script. Everything shared before, during and after the session is handled in confidence.

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