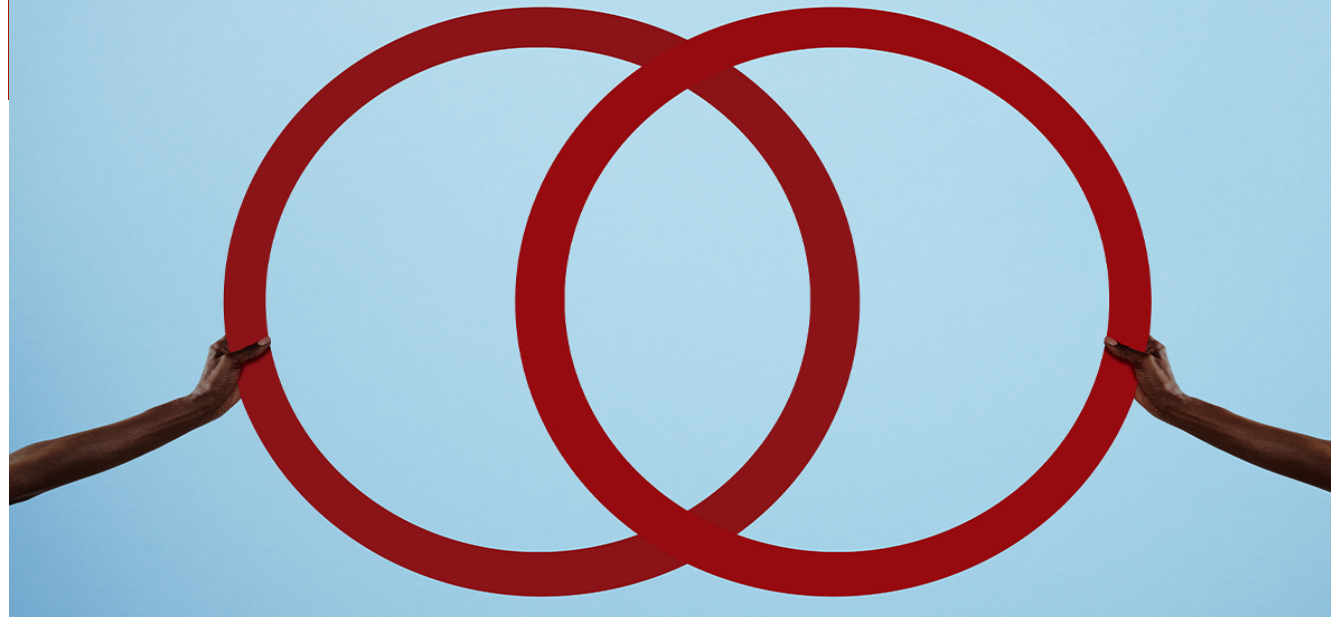


# TEAM INNOVATE

GLOBAL

Changing the leadership conversation  
Re-imagining the new world of work



Culture is the way  
you think, act, and  
interact.



The art of leadership is no longer merely about planning and directing, commanding and controlling; it's about harnessing collective wisdom and inspiring and empowering belief.

In today's disruptive marketplace every organization needs to attract, develop and retain talent with diverse skills and perspectives. The difference between success and failure will lie in leaders' ability to articulate, inspire and deliver on an inclusive, higher social purpose.



Access collective  
intelligence

You may think that creating culture is  
not your core business YET...  
Your company culture is forming  
whether you are intentional about it or  
not.

Communication – conversations, interactions and observations that employees make each day are the main contributors to defining company culture.

Through an exploration of the way we communicate, we have the power and opportunity to shift culture by re-inventing everyday messages and experiences in new, meaningful and transformational ways.

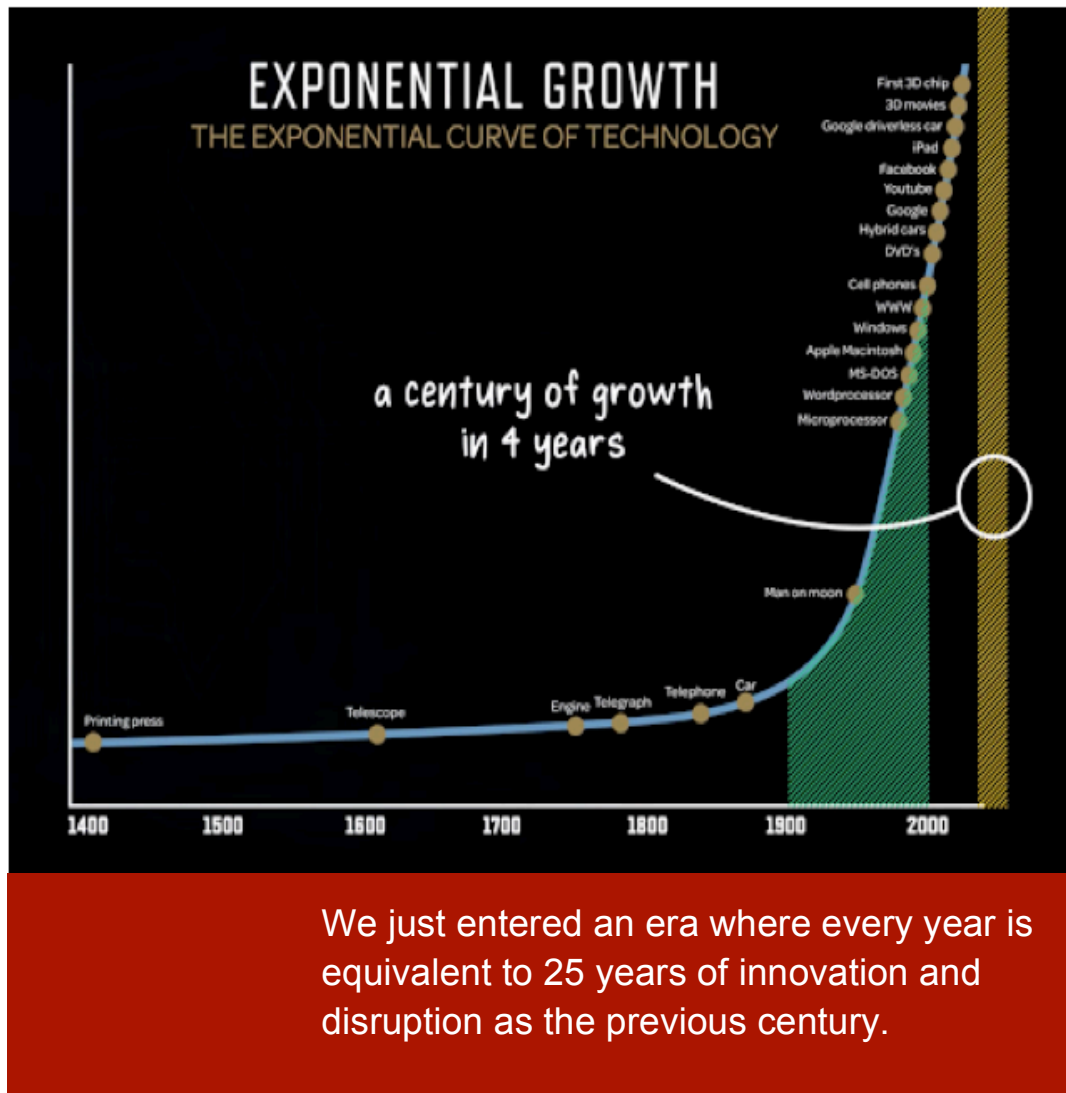
## **Culture is shared meaning.**

**It is a set of living relationships working toward a shared goal.**

It forms the foundation for how teams interact, work, lead and collaborate with one another.

In defining the meaning we give our work, we have the power to engage and mobilize, unleash talent and potential, and show up aligned in purpose.

**What is your  
communication culture?**



We're on the cusp of massive disruption in the way we traditionally live, work and function as human beings.

Between 2000 and 2016, the world saw as much change as it had between 1900 and 2000.

In 16 years, we saw 100 years of change

"From 2016 to 2022, we saw an equal amount of change. **Now compressed in just 6 years.**"

We will see another equal amount of change between 2022 and 2026. **100 years of change in just 4 years.**"

How do we adapt?





We are facing a cultural imperative that requires us to explore and act on new ways of leading that embrace and integrate the social and economic change that is moving through business and the world.

## IMAGINE A CULTURE WHERE WE...



Inspire radical conversations across the organization that explore **untapped potential and unrealized opportunities**

Work in alignment with **values and sense of purpose alongside profit**

Lead from **team-centric** models

Intentionally **include all voices and perspectives** in decision making

Encourage challenging the status quo; **Praise dissent and speaking up**

Harvest and **develop strengths, genius, gifts and talents**

**Consider the employees, customers and partners** who think we are inaccessible

**Match the spectrum** of our current and potential client base with our workforce

Enable a human, **EQ centric culture**



## OUR VISION

To contribute to the evolution of human-centric, relational, and co-creative ways of leading, working and being, that is being called for in business and the world.



## OUR MISSION

Work as a trusted partner with organizations as **cultural change agents**

Explore and redefine **new models of leadership and partnership** that have the capacity to hold and lead the social change that is moving through business and the world

Magnify talent and market capacity and potential through an expanded lens of **diversity, inclusion and belonging**

Foster cultures for individual, team and organizational **growth and innovation**

Create cohesive and integrated **communication and growth strategies** that weave business and operational goals together with social, work-life and cultural imperatives

# BROADENING THE SPECTRUM OF BUSINESS POTENTIAL

## WHAT WE DO

Develop and deliver **interactive, experiential learning programs** that contribute to cultural, social and economic growth and evolution

Guide, lead and facilitate **strategic planning** initiatives

Curate **arts-based live events** that galvanize around DEI issues

Inspire **radical conversations** that are intentionally rich and values driven

Facilitate and model enquiry and exploration into **under-realized business potential**

Facilitate conversations that **activate and mobilize purposeful action** around mission, vision and values



# LEADERSHIP AS A TRANSFORMATIONAL CONTINUUM

We explore unique opportunities to create new models for leadership at all levels by navigating unknowns

**Making “space” for vulnerability, storytelling and discovery**

**Sharing what’s “below the water line”**

**Using appreciative inquiry and the power of conversations to**

**CONNECT FROM STRENGTHS, THROUGH STORIES, FROM PURPOSE**





Who do we need to be? How do we need to relate to each other and our environment differently?

## WE BUILD CULTURES THAT

### **Build Safety**

Signals of connection generate bonds of belonging and identity

### **Encourage Shared Vulnerability**

Habits of mutual risk drive trusting cooperation

### **Establish Purpose**

Narratives create shared goals and values



## HOW WE DO IT

We explore

### RADICAL CONVERSATIONS

That loosen and shatter

- The pull of dominant narratives

- Paradigms that subliminally govern behavior and results

- Cultural and operational norms

- Bias and blind spots



We hold

## PSYCHOLOGICAL SAFETY

Enabling belonging and spurring INNOVATION

Praising dissent and effective collaboration

Intentionally including all voices and perspectives in decision making

Enabling people and teams to speak up at all levels of the organization

Utilizing facilitation models designed to ignite hearts, catalyze connectedness and accelerate empathy



Within the CONTAINER of...

EVERYONE BELONGS

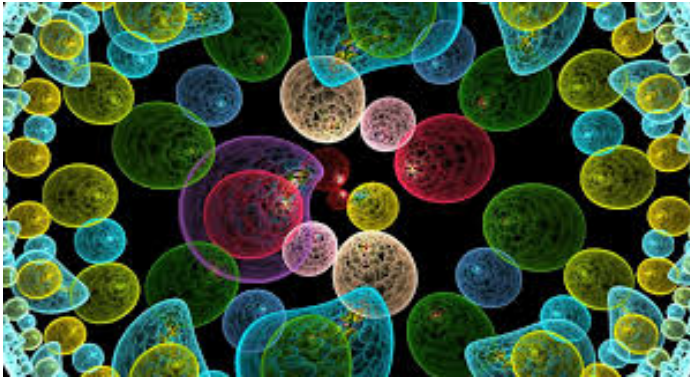
Permission to 'be oneself' and "feel and express"

Trusted space, encouraging vulnerability

ALL have a place

ALL have something to contribute given our unique lived experience





Tap collective intelligence by creating  
generative conversations

We facilitate

## GENERATIVE CONVERSATIONS

That enable

Deep listening

Reflecting back what is heard and felt

Amplifying others and ideas

Epiphanies and new perspectives

Empathy and authentic allyship and advocacy



We deepen understanding through

### THE ART OF THE DEBRIEF

Allowing space for conversation

Modeling compassion and empathy

Formulating directional questions and facilitating critical enquiry

Creating safe space for core issues and concerns to be verbalized

Integrating points of view and learning from smaller groups



Capture actionable feedback.

Build collective intelligence through a feed-back-driven culture.



We gain insight and set strategy from

## HARVESTING AND INTEGRATING FEEDBACK

Amplifying, developmental and growth-oriented exchange

Identifying new and relevant behaviors, skills and next steps

Synthesizing for operational learning



# Shifting culture means changing the conversation.

## How will you...

Tap unrealized **potential and opportunities**

**Drive profit alongside values and sense of purpose**

**Include all voices and perspectives**

Activate **collective wisdom**

**Match the spectrum** of your current and potential client base with your workforce

**Engage the employees, customers and partners** who haven't joined you yet



## Changing the Conversation

WHAT WILL YOU DO TO ATTRACT AND RETAIN...

a diverse and high performance workforce and sustain excellence?

HOW WILL YOU MEET AND COMMUNICATE...

to facilitate the gathering of teams in a way that harnesses collective knowledge and talent and also creates a sense of belonging in a virtual/hybrid, post-pandemic, diverse, global marketplace?





**What is the transformation being called for in your organization?**



TEAM INNOVATE GLOBAL  
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# OUR TEAM

6 subject matter experts, seasoned corporate leaders, global walks of life in 80 countries



Susan Mazonson

Activator. Bridge-builder. Connector for culture-shifting corporations. Facilitator of under-realized capacities. Sponsor of inter-generational collaborators working on the world's "to-do" list.

Laura Mignott

Magic-maker. Connector. Redefining immersive, culturally relevant experiences. Award -winning advertising rock star and LinkedIn top 20 marketers on fostering diversity.



Barbara Frensel

Strategist. Visionary seeker. Activator of collective intelligence. Inspiring shared sense of meaning and mission through new future stories. Transforming unrealized potential into purposeful strategy, change and growth.



## Howell DiCocco

Relator. Advocate. Champion for open, honest dialogue. Creating trusting spaces that inspire courageous voices. Builder of equitable, progressive and innovative workplaces.



## Roy Hilliard

Master business developer and strategic partner. Innovating approaches to new markets around the globe. Champion for creating win/win scenarios.



## Animah Kosai

Speak up advocate. Inclusive leader. Upstander. Hosts and amplifies diverse voices. Co-creates safe spaces to embrace diversity and mitigate harm. Catalyses perception shifts.

We look forward to exploring the possibility for transformation with you.