

Conscious Consulting

Business Overview

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Our Purpose

Humanizing & Harmonizing



Talent & Culture

In Conscious Consulting our purpose is Humanizing & Harmonizing.

Humanizing is connectedness to our entire set of capabilities of Being Human (Cognitive, Embodied, Emotional and Intuitive Intelligence).

Harmonizing is the collective interconnectedness of our system, and our agency in creating and influencing the systems in which we belong.

Today's environment is Volatile, Uncertain, Complex and Ambiguous (VUCA) and this means that the linear strategies of the past – on their own - no longer work. Our approach as Conscious Consulting enables teams and organizations to not only survive but thrive and succeed in a VUCA environment.

Executive Summary

Conscious Consulting was formed in January 2021, both Clients and Leaders in our network have shared their people & organization priorities – our service offering is tailored to current market requirements:

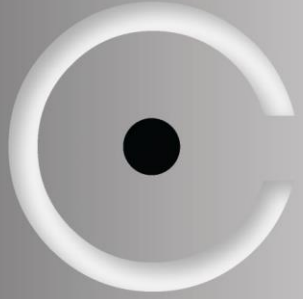
Offering	Context	Opportunity
HR Advisory	The foundation of a successful organization begins with talented, motivated people. Creating an HR foundation to hire, train and retain your team is key.	Great HR is transformational. We assess the current provision of HR against the business requirements and provide a roadmap to add / remove or update the HR offering to meet the business needs. We work together with the HR team and provide training and coaching as required.
Culture Building & Transformation	How to create a sense of belonging and a purpose that unites people Culture as a requirement for organizational success	The 3 phases of our Culture Building & Transformation program are: 1. Diagnostic – the Client completes 2-3 diagnostic assessments 2. Dialogue into Discovery – reviewing diagnostic output, processing realizations and agreeing where we need to focus 3. Awareness into Action – mobilization
Leadership Development & Coaching	The last 3 years have been survival mode for many leaders, and now they have time to focus on their own development	The Conscious Leadership Journey is an adventure into leadership where leaders learn to access all 4 types of intelligence (cognitive, embodied, emotional, intuitive) and use these to discover new ways of solving team and organizational challenges.
Health & Wellbeing	This has moved into the corporate domain and companies are now required to provide support for their employees	There is a need for mental health support, and this need isn't fully understood at the present time. Our survey results will be published in Q1 2023, along with recommendations to truly support the health and wellbeing of employees.

Executive Summary

Conscious Consulting provide:

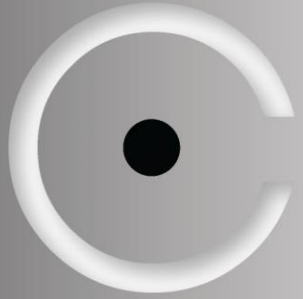
- A unique combination of skills and experience which enable us to understand and support businesses through complex and uncertain times – business / HR / teaching / training / psychology / inner leadership development
- Data driven approach – diagnostic assessment to understand the system before designing the intervention or program
- Partnership with Clients during engagements in the form of a combined team, with an intention to leave learnings and output of the project embedded in Client organization





Conscious Consulting

Our Services



Conscious Consulting

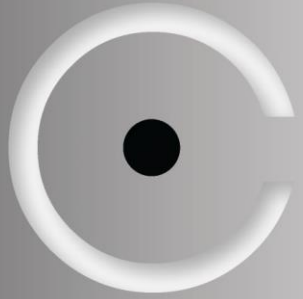
HR Advisory

HR Advisory

Great HR is transformational, we partner with Leaders and HR teams to support them in creating their organization, new HR function or reviewing and optimising an existing function. Working in partnership with Leaders and HR team members and coaching them on the job means that the relevant knowledge and expertise is transferred to the Client.

- Creation of HR policies, processes, compensation structures
- Direct support on Recruiting, Performance, resolving difficult situations
- Leadership Development and Succession planning
- Managing team, team dynamics, conflict resolution, systemic interventions
- Solving organizational challenges relating to People and Culture
- Design and facilitation of team offsites
- 360 performance review process – creating a culture of feedback
- Organization Restructure – employee consultation / exit management





Conscious Consulting

Culture Building & Transformation

Culture Building & Transformation

Creating healthy, purpose-led organizations, is at the heart of Conscious Consulting's expertise and capability, our team are global experts in culture transformation.

We propose a program of 3 phases as follows:

- 1) Diagnostic – we select from the following assessments: Barrett Culture / Orglens / Psychological Safety
- 2) Dialogue and Discovery – Output of diagnostic shared with the Division Leaders and HR, as well as the team members
- 3) Awareness into Action – mobilizing the team, creating projects and implementation



1. Diagnostic

This is an important phase as selecting what gets measured determines what is most important for our Clients as part of their Culture. Conscious Consulting will facilitate this dialogue with representatives from the Client HR team and Leadership team. Selection of the diagnostic will determine which team members from Conscious Consulting will lead the Culture transformation program.

An overview of the diagnostic options:

Diagnostic	Orglens	Barrett	Psychological Safety
What it measures	Relationships through organization network analysis	Values – personal, current team culture, desired team culture	Inclusion safety, Learner safety, Contributor safety, Challenging status quo
How it measures	Survey	Survey	Survey
Relevance for Our Clients	Insights into relational dynamics – measures connectivity, engagement, inclusion and culture	Provides a clear from – to for culture transformation programs, as well illuminating potentially limiting values	Transformation is possible when employees feel psychologically safe

2. Dialogue & Discovery

We recommend a series of workshops where the team review the diagnostic output and dialogue together on what this means for the different division of our Clients organization. This phase will be led by 2-3 global experts in Culture Transformation, depending on which diagnostic assessments were selected.

- Workshop 1 Leadership & HR

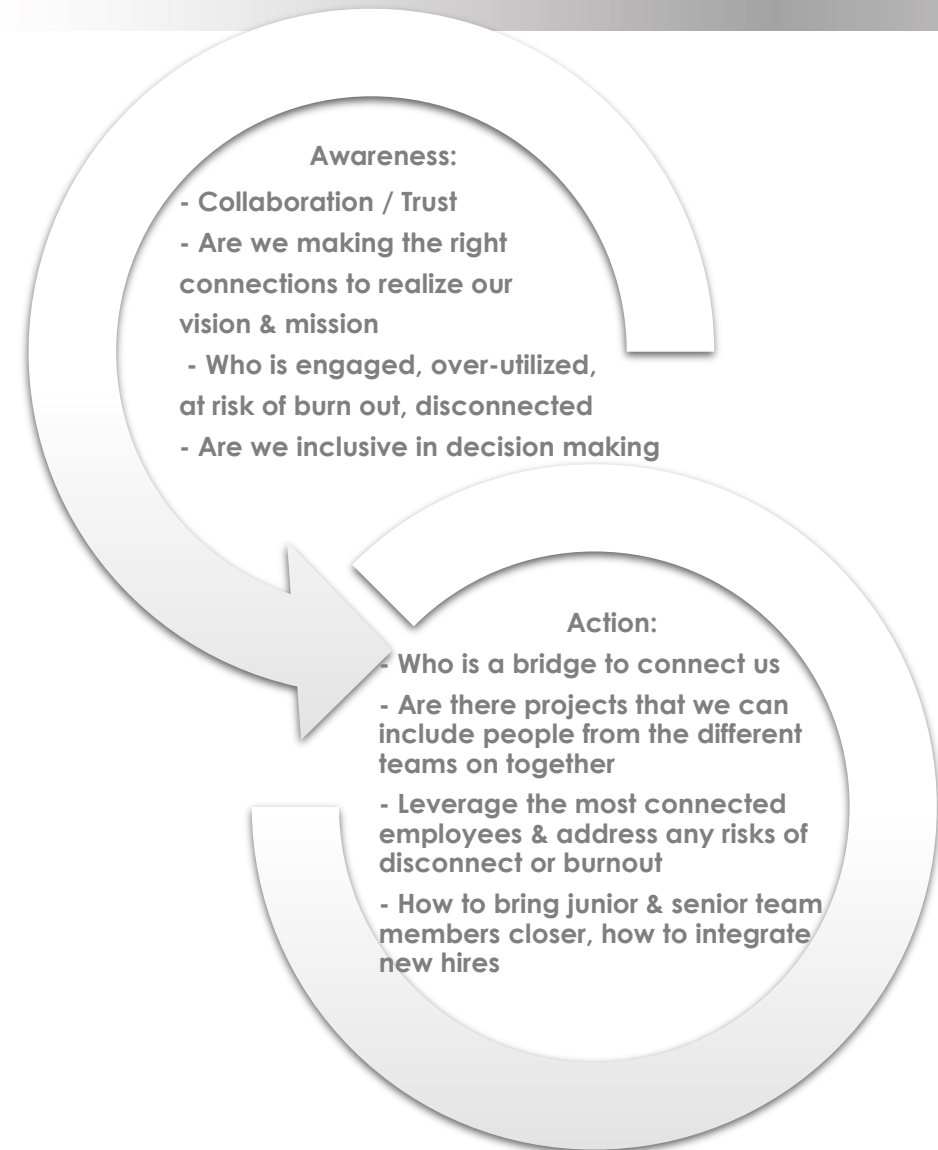
understand the diagnostic output, dialogue on what struck them, what makes them curious, where do they want to focus, who should be part of the team(s) – high level agreement. There will be the opportunity to circle back to the Diagnostic provider / experts who can model various scenarios and make recommendations.

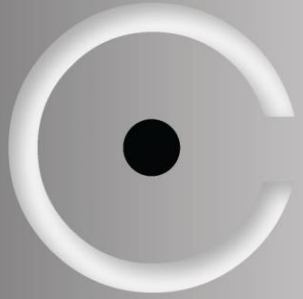
- Workshop 2 Team

whole team offsite where high level diagnostic output is shared along with the Leadership team & HR. World Café format - an emergent dialogue where all team members get to speak with each other, and build on the observations of their colleagues, so that the final output contains the ideas of the full team

3. Awareness into Action

Raising awareness is of itself transformational, which means that by completing the diagnostic and taking part in the dialogue, the team will naturally shift. We recommend we harness the power of these realizations and turn them into action. In some cases, this will simply be connecting two people from different teams, in others this could be a project which recent hires and long serving employees get to work together to change how the team connects and makes decisions (for example). We will only know the action plan once the diagnostic and dialogue & discovery phases have been complete.





Conscious Consulting

Conscious Leadership Journey

Conscious Leadership Journey - Overview

In **Conscious Consulting** our purpose is **Humanizing** and **Harmonizing** - where Humanizing means accessing our entire set of our capabilities of Being Human (Cognitive, Embodied, Emotional and Intuitive) to lead. Harmonizing means bringing ourselves as Human Beings into alignment to create a capable and sustainable team, focused on a common purpose.

The **Conscious Leadership Journey** is an adventure into leadership where leaders are taught to access all 4 types of intelligence and use these to discover new ways of solving team and organizational challenges.

Philosophy and Approach:

- Aligned to the business – the design phase of the program involves the Conscious Consulting team working together with the HR team and Business Leaders to ensure the program is relevant and addresses current challenges leaders are facing
- Experiential – participants will use methodologies grounded in gestalt psychology, neuroscience, complexity and systems theories to discover themselves, their team / organization and work live through current challenges, and explore possibilities together
- Transformational – we will take participants on a real adventure by holding some of the sessions outdoors in nature (weather permitting) – this has the impact of shifting and expanding perspectives
- Small Group Coaching sessions – peer coaching forms relationships that continue to provide support beyond the duration of the leadership program

Conscious Leadership Journey – Course Design

Course is designed in 3 modules of 18 hours each to allow individual and collective growth. Each module has a basic structure of 6 sessions of 3 hours each to optimize the overall learning experiences.

Module 1 – Introduction to Conscious Leadership

Leadership styles, self-reflection and intention

Systemic mapping and presencing

Creativity

Coaching mindset and peer coaching

Action Inquiry Begins



Module 2 – Introduction to natural learning systems

Systemic Mapping of own team and organization

Psychological Safety,

Relationships and communication

Peer coaching and feedback

Action Inquiry Update



Module 3 – Impact and Societal Mandate

UN Sustainable Development Goals

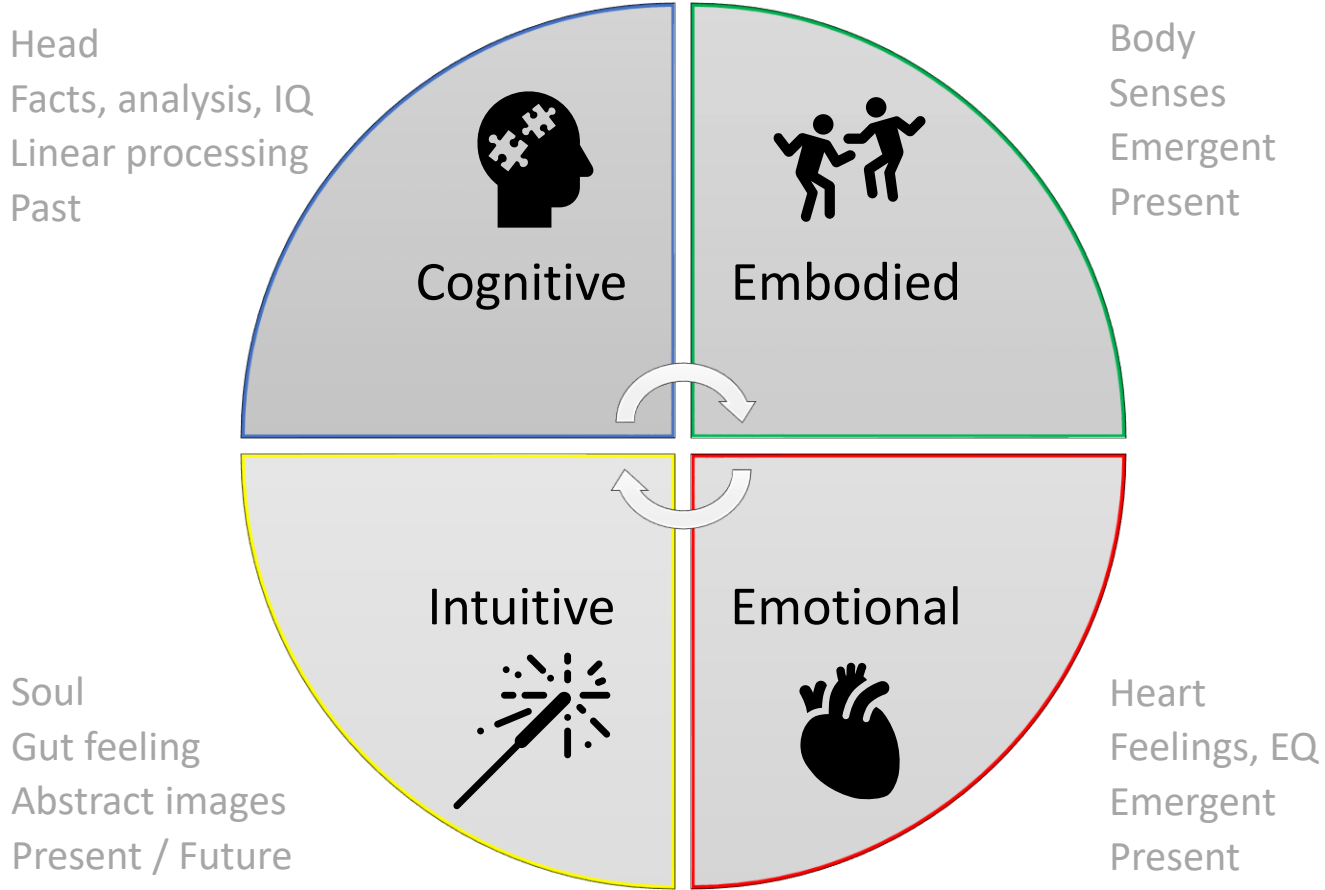
Conscious Leadership legacy

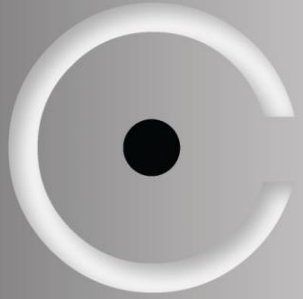
Systemic sustainable impact that uplifts all

Peer coaching and feedback

Action Inquiry Close

Conscious Leadership – Model





Conscious Consulting

Executive Coaching

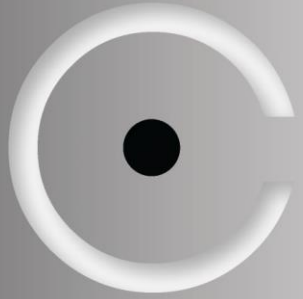
Executive Coaching

Executive Coaching: this program may be created for your senior leaders, or your whole organization, on-line or in-person.

Great executive coaching transforms the entire person, not only their work habits. At the heart of the best executive coaching programs is trust – the organization trusts their people to know when the time is right to work with a coach, trusts them to choose the right coach from a panel of pre-selected coaches, and trusts whatever happens within the coaching process is for the highest purpose of the leader, and therefore the organization.

As leaders, continuing to grow and evolve, and deepen our self-awareness is a responsibility to ourselves and our organizations. Our team depends on us to grow so they may too.





Conscious Consulting

Health & Wellbeing

Health & Wellbeing

Conscious Leaders Embrace Workplace Wellbeing

With our core philosophy of #Humanizing and #Harmonizing, Conscious Consulting specialises in creating healthy, safe, and motivating work environments that enable people to thrive. We use driven diagnostics and dialogues with evidence-based suggestions to help organisations achieve optimal performance by improving their leaders' and employees' wellbeing.

Wellbeing

#Humanizing: Wellbeing is a state of being where our mind, body, emotions, and spirit are in harmony.

#Harmonizing: Wellbeing is a state of collective inter-being where the expression of who we are uplifts all life.

Health & Wellbeing Survey

The 32-item online survey is created and managed by Conscious Consulting. All data is kept confidential. The results allow in-depth conversations at team and organization level about embracing individual and collective wellbeing.

Awareness into Action

With our wellbeing expertise, we support the development and implementation of leading-edge frameworks, programmes, and resources for greatest organisational impact.

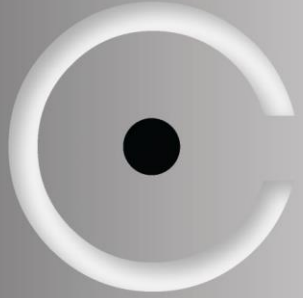
Mental Health Support

In partnership with MindTales, we offer mental health support for chronic stress and fatigue: individual and group sessions, in-person and via the MindTales app, for body, mind, heart and spirit.

By establishing a healthy culture of overall wellbeing, we make our Clients workplace the best place to work.



Conscious Consulting



Conscious Consulting

Our Team

Team Bios

Clare Stafford Taylaur



Clare is an accomplished HR leader, facilitator, and coach. Clare is the Founder of Conscious Consulting; a collective of practitioners who have experience across business, HR, teaching, training, psychology, mindfulness, and inner leadership development. Conscious Consulting works together with Clients to examine their entire system, their relationships, and their inner world, enabling them to take fully informed choices about their future, supporting them in their journey of creative experimentation and revealing previously unseen possibilities. Prior to setting up Conscious Consulting, Clare created and led the Human Capital function for Mubadala Capital, a Global Investment and Asset Management firm. Clare worked as a member of the Leadership team and built a healthy functioning Global organization with offices in 6 countries and an AUM of \$15BN. Previously Clare led the creation of a centralized recruitment function for Mubadala and hired many of their Senior executives across the Group.

Clare's Qualifications include Postgraduate Diploma in Leading and Facilitating Transformative Change: Organization Development (Metanoia Institute), and a B.Sc. (Hons) in Psychology. She is a Chartered Fellow of the CIPD (Chartered Institute of Personnel and Development), and a Member of the ICF (International Coaching Federation). Clare is a certified Facilitator of Transformation (Gita Bellin & Associates), a certified Systems Coach, an accredited Meditation teacher, and a Barrett Analytics Practitioner.

Patrik Somers



Patrik is a Systemic Facilitator of Transformation, with over 10 years' International experience as a Values-based Consultant and Executive Coach. Patrik is a pioneer of inner-leadership development and personal evolution: His approach begins with identifying values and purpose and leads to whole system alignment. Prior to consulting, Patrik spent 20 years in education as a teacher, facilitator and coach, specializing in curriculum design and development; emotional intelligence; behavioral change; personal and spiritual growth; mental health; and bereavement counselling and crisis intervention.

Patrik's qualifications include Facilitator of Transformation (Gita Bellin & Associates), Systemic Mapping and Constellations Facilitator, Barrett Analytics Practitioner, Clifton Strengths Finder Coach, Non-Violent Communication Facilitator, Adaptive Intelligence Coach, Contextual Family Counsellor, and Bereavement Counsellor. His publications include: 'A World Book of Values' (2014), several books on loss, grief and bereavement, and 'Imaginal Presence' (2021).



Team Bios

Santhosh Babu



Santhosh is a public intellect on Leadership and Organizational Change. Since 1998, Santhosh has helped more than 300 clients across the world in their growth and transformation journey and he is a visiting faculty at The University of Chicago and Tata Institute of Social Sciences. Thinkers 50 identified him as a management thinker who influenced India in 2014 and he is a recipient of Lifetime Award from the Gestalt OSD center, USA. Santhosh is also the author of "Coaching the Art of Developing Leaders" the book published by Wiley. He is the founder of OD Alternatives, a boutique consulting firm that focuses on helping leaders to build purposeful and successful Organizations and he is also the Founder of Orglens, a tech firm that uses social psychology and network science to solve organizational challenges. Santhosh coaches senior leaders and celebrities and he is a columnist with several publications.

Tiina-Maija Bergman



Tiina-Maija is a leadership facilitator and coach bringing a unique blend of decades of corporate business experience and mindfulness into her work, with a purpose of instilling a spark of joy back into the lives of her clients. In her early career she spent 20+ years working for global industry leading hospitality organizations, holding leadership roles across Commercial, Strategy and Operational functions. Since then, she has also worked with private clients to support their personal journey of transformation, as well as leaders and their teams in business who seek greater understanding of their team dynamics and how they can work together more effectively and harmoniously. Tiina-Maija holds seemingly incompatible polarities; she is both a Business professional and an Energy healer, and inspires her Clients to be creative and pioneering, whilst maintaining practicality and financial prosperity.

In addition to holding a BSc in Foreign Trade and Hospitality Management, Tiina-Maija is a certified Facilitator of Transformation (Gita Bellin & Associates), Barrett Analytics Practitioner, and an ICF-certified Business, Resilience and NLP Coach. Tiina-Maija is also an accredited Master Practitioner in modalities of Mindfulness, Neuro-Linguistic-Programming, Hypnotherapy and TimeLineTherapy®, and a teacher and practitioner of various Healing modalities, Meditation and Yoga.



Thank You