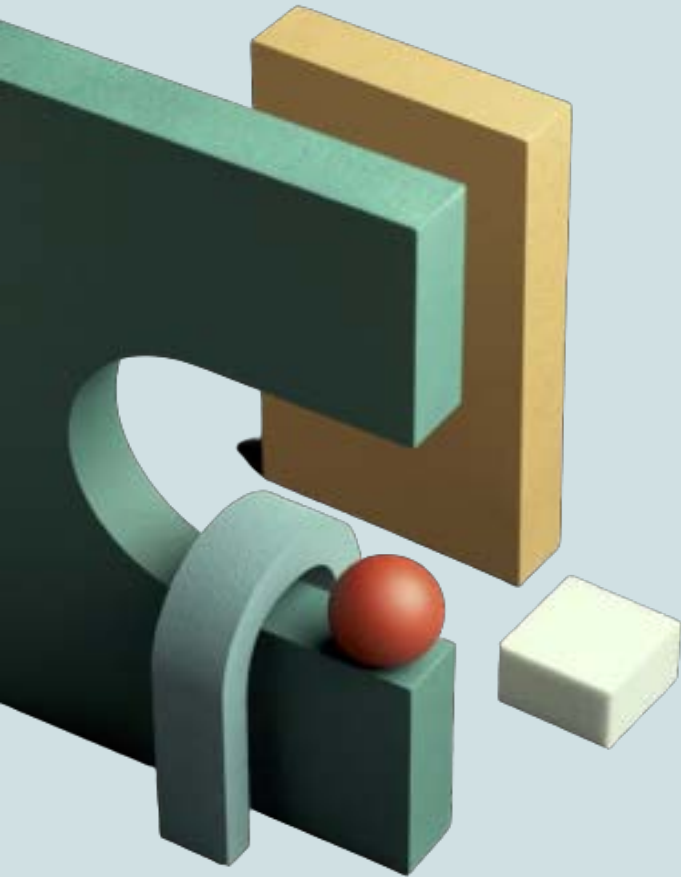




COMPRESENCE™
THE HUMAN SIDE



Self-evolving Organization Program

Consulting proposal to accompany organizations transformed by Compresence to design new rigorous yet minimal processes in line with guiding principles and individual talents



Challenges

No boundaries

- New employees are moved by the purpose
- Customers don't buy products but valuable experiences
- Work locations and times are no longer pre-established

We are one

- With the new agile and holographic structures all departments are required to be creative
- On Instagram every face is the face of the organization
- Flexibility of processes requires flexible trustful employees

Systemics is paramount

- Implications of processes extend far beyond the doorway
- In changing contexts organizations become, (consistently or not) self-organizing
- An organization's evolutionary purpose exists and drives





Purpose

The organization consolidates and directs its adaptive capacity by keeping aligned with its purpose and founding guiding principles, becoming the entire collective "present" and thus able to stand within and co-create from the emerging future.

Compresence™ is a new and necessary skill: the relational mindfulness, intended as full presence to intrapsychic, interpersonal and systemic dynamics, focused on personal but also organizational performance. When Compresence™ becomes the paradigm of interrelationship among the people belonging to the expanded organization system (leaders, employees, suppliers, customers, environment, ...), old models slow down the ability of individuals and teams to seize emerging opportunities.

Structure, processes and procedures consistent with the new organizational consciousness are effective and efficient beyond any previous framework. In order to do this, our professionals become the shadow of leaders and top managers, and accompany them in a process of generating new flows and new roles. Functions, no longer identified in the person and the curriculum, become available to emerging talent. Procedures are gradually revised in the direction of maximum flexibility, coordination between people and departments is lean.

Guidelines



Based on organizational consciousness

There is an organizational consciousness that contains all relevant information. The systemic approach and emergent future theory have developed techniques to bring it to light and putting it into action.



Accompaniment that lets emerge

Through the accompaniment of constellations and other systemic techniques, it is the internal wisdom of the organization that will give rise to the configuration. That is why it will be authentic and sustainable.



Possible integration of skills

During the process, ambitions and talents typically emerge from unexpected people. We believe that they are destined for the role they identify as their own: a minimum of mentoring from our business experts may suffice.

Typologies of intervention

SYSTEMIC COACHING BY VALUES People identify with, and are moved by, values. We developed and applied an innovative constellation coaching approach to generate intuitive alignment among different people/value assets.

CO-CREATING WORKSHOPS Through the use of bodily, spatial and relational intelligence, our workshops accompany people to create from the "space in between" where unexpected and previously unthinkable solutions emerge.

SHADOW COACHING The coach provides the basic guidance for starting agile and lean practices, participates in work life, in initiating operational practices and communication flow, addressing issues and potentials.



Phases of deployment

Ph 1 PEOPLE STRATEGIC ALIGNMENT

The process is based on a series of structured and guided workshops based on our Systemic Coaching by Values in which the team will be facilitated in identifying:

- purpose
- guiding principles
- annual goals
- action plan

P2 STRUCTURING ORGANIZATION

We will deploy the latest methodologies based on generating action plans through co-creation emerging from the interaction of constellation coaching. The accompaniment to co-authorship will ensure that the new organization literally designs itself out on the basis of the wisdom of its members.

P3 ACCOMPANIMENT AND COUNSELING

Through weekly membership meetings with the support of the coach, the following will be addressed from time to time:

- tactical objectives
- detailed processes (identification, trial, standardization)
- procedural elements



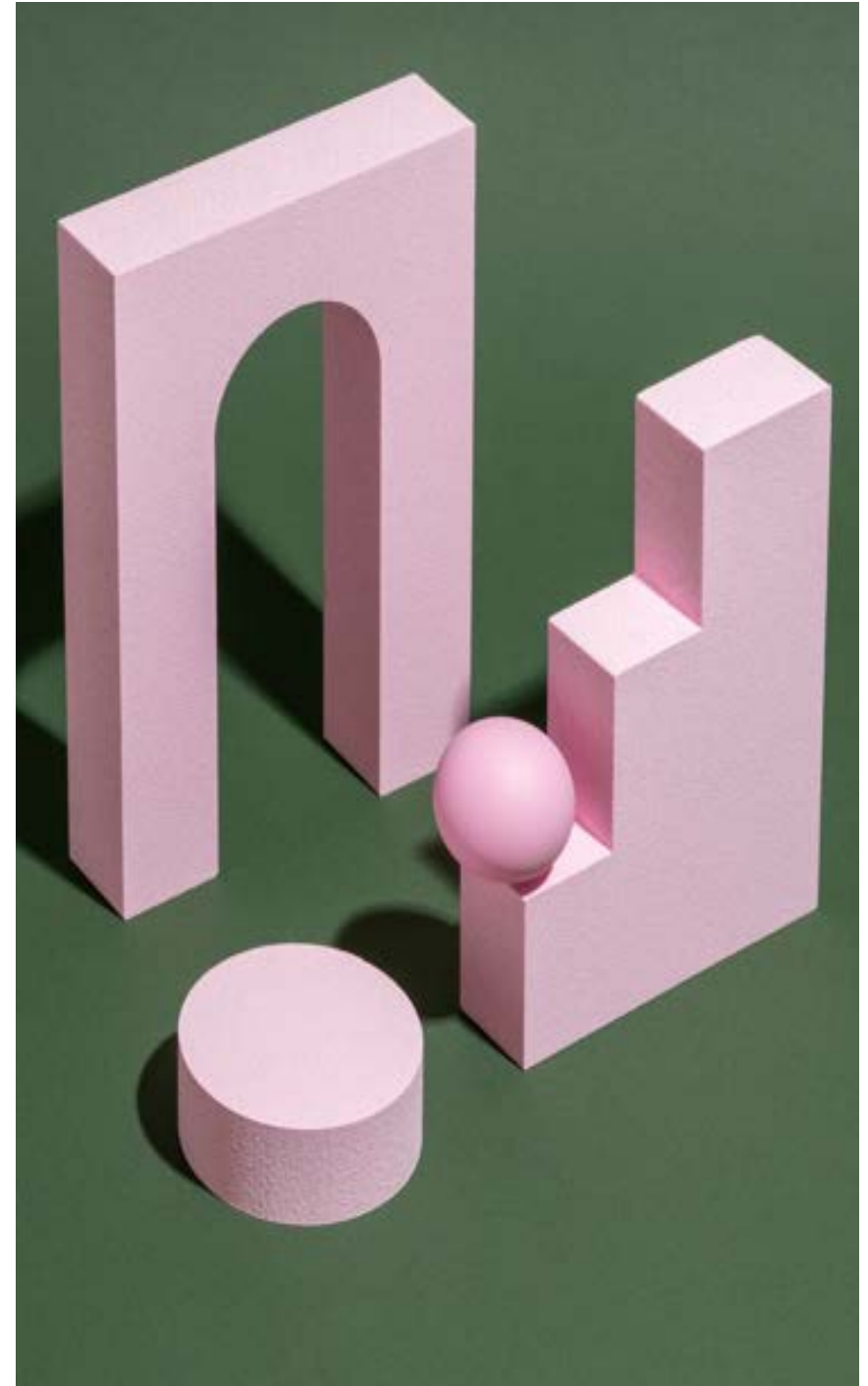
Testimonials

ROBERTO NARD**CFO Emea AIG Group, Luxembourg**

I participated in the "Co-creating Opportunities" course that NP created and delivered online for AIG to train a panel of managers on the emerging future. I appreciated that the intervention was eminently practical and how the activities - that combined multiple and innovative approaches - allowed for engagement even remotely and facilitated authentic transformation. Of the one-to-one coaching sessions, I appreciated the consciousness based process, focused on identifying and pursuing self-realization.

BARBARA MONTEPILI**Head of Management Academy Poste Italiane, Italy**

I participated in the Compresence course designed and delivered by NP. I found that the innovative and rigorous approach facilitated a paradigm shift to address the emerging future. I appreciated the sensitivity and professionalism with which Paul accompanied the group and the individuals, with helpfulness, competence and courtesy.





Thank you!

Please, feel free to ask...

For questions and clarifications on specific technical aspects and how to bring this program to your company, our customer relations manager for Italy is at your disposal:
info@compresence.eu

in [linkedin.com/showcase/compresence](https://www.linkedin.com/showcase/compresence)

w www.compresence.eu