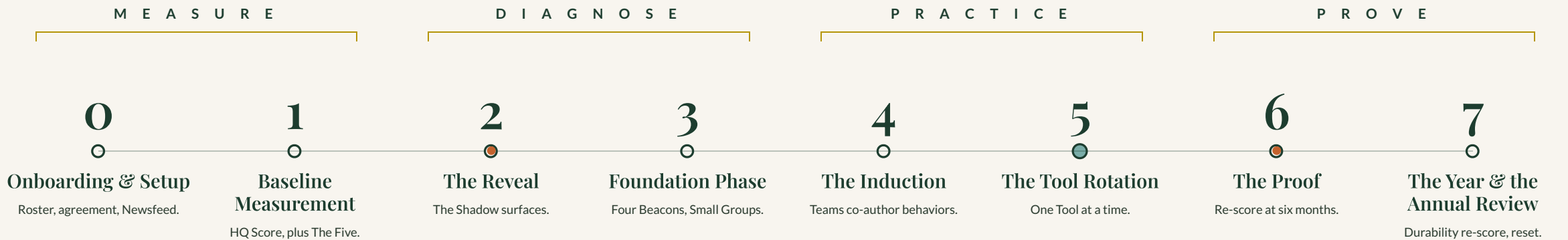


The first year

What the work actually looks like. A client's first twelve months, as one continuous journey from a measured baseline to proof that the culture moved.

Eight steps.
Four phases.
One arc.



INSIDE STEP 5

What a week looks like

A Tool is a rhythm, not a workshop. Three beats move together.

The Toolshed

MIDWEEK

Our Cultivator preps the client's Small Group Facilitators, clearing every question before it reaches the floor.

Small Groups

LATER THAT WEEK

The client's Facilitators run the session with their own teams. Real conversation, led from inside the company.

The Farm

ALL WEEK

The Newsfeed keeps the practice alive between meetings, so the work does not evaporate the moment a session ends.