



HUMAN learning at work

THE INSIDE EDGE

A practical partnership, HUMAN learning
and sustainable change.



The Inside Edge: Transform From The Inside Out.

Unlock the HUMAN Insight Already Within.

Growing fast is exhilarating—but it comes with its own pressures. In a startup or high-growth business, you're naturally focused on getting sales, marketing, and operations tight. But even when those gears are running smoothly, you can hit a growth plateau, or worse, see your best people leave or burn out if human capability isn't evolving at the same pace.

You've probably found yourself asking:



How can we sustain rapid growth without losing our people or momentum?

Can we build a culture that learns continuously from within, instead of relying on short-term fixes from outside?

How do we help leaders at every level become agile and adaptive, not just the ones at the top?

How do we move from tick-box training to real capability building?

How can we turn human connection into measurable business outcomes?

These aren't just operational questions. They're signals that your organisation is ready for something deeper.

The most powerful, sustainable change doesn't come from outside.

HUMAN learning at work

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It already exists within your people; it just needs to be uncovered, nurtured, and activated. That's the philosophy behind **HUMAN learning at work**, and it's where **INSIDE Edge** comes in.

We aren't a consulting firm you hire for a workshop. We become part of your culture, not apart from it. We embed alongside your teams, getting to know the rhythms, relationships, and HUMAN dynamics that make your business unique.

The Inside Edge makes the difference:

- **High value, broad expertise (a one stop shop!):** Strategy, design, facilitation, coaching, mentoring. All in one partner, at a fraction of the cost of hiring full-time specialists.
- **Capability that sticks:** Learning becomes a system-wide habit, not a one-off event.
- **Measurable impact:** Stronger HUMAN connection drives tangible business outcomes.
- **Agile leadership everywhere:** Leaders adapt quickly, and the organisation responds even faster.
- **Scalable, flexible support:** Our presence grows with your business, helping you navigate rapid change without losing focus or momentum.

With Inside Edge, you access your own answers.



Unlock the human insight already inside your business. Build lasting capability that allows your people, and your business, to thrive, even when the pace is relentless.

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The Inside Edge: The Core Idea.

Practical partnership, Human learning, Sustainable change.

The greatest engine of **transformation isn't a new system, it's the human one.** We believe real change is never done to people; it's co-created with them.

Many senior leaders are asking:



"How can we shift from one-off programmes to real, lasting change?"

"How do we build our own internal capability rather than rely on consultants?"

"How can learning become part of how we work, not an add-on?"

Organisations evolve when **people have the space to think, connect and learn together.** Too often, change efforts focus on structure and systems; reorganising the visible parts of the machine. But what really determines **success lies below the surface:** mindsets, relationships, and the daily habits of attention and conversation.

The Inside Edge is HUMAN learning at work's **embedded partnership model**, bringing the capacity of an external partner right into the heart of your organisation. It's about building internal capability to see, sense, and shape change from within.

It's not about outsourcing expertise; it's about **building internal capability** to see, sense, and shape change from within. We work with you, not on you, **helping your teams engage more** consciously with the work of transformation.

HUMAN learning at work

The Theory of Change.

At its heart, *The Inside Edge* draws on what **contemporary research** and lived experience tell us about how people and organisations learn and grow. It blends ideas from **systems thinking, organisational development, neuroscience, psychological safety, and adaptive learning**, translated into practical ways of working

1. Learning is social and systemic.

We see organisations as **living systems**, networks of relationships and meaning. Sustainable change emerges when people shift not only what they do, but how they see and relate to one another. That goes beyond simply solving immediate problems to questioning the assumptions beneath them.

2. Reflection enables adaptation.

As organisational futurist, Peter Senge, observed **"The quality of an organisation's learning is the quality of its conversations."** By creating structured spaces for reflection, we enable teams to pause, connect patterns, and adapt intelligently.

3. Connection drives performance.

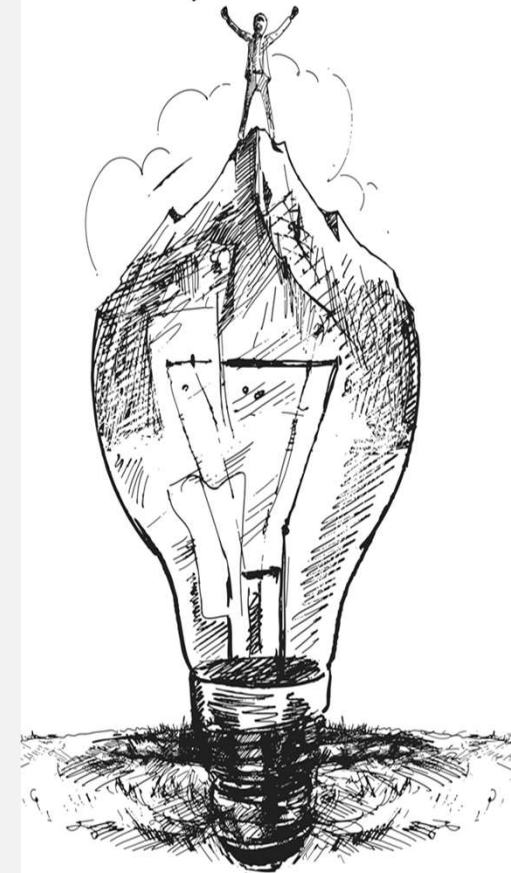
Research across neuroscience and organisational psychology shows that psychological safety and trust are the foundations of collective performance. The Inside Edge helps leaders nurture those conditions, so that innovation, accountability, and wellbeing reinforce each other.

4. Learning must live in the work.

We **embed learning directly into your real business challenges.** This means insight happens in real time, not as an off-site experience, but as part of how you plan, decide, and deliver.

The work is the learning.

idea for success



The Inside Edge: What it is.

The Inside Edge is **not a training course or a consultancy project**. It's a **way of working**, grounded in partnership and designed to deliver change from within.

We work within organisations as **internal learning partners** or embedded advisors, bringing both the credibility of a senior consultant and the relational intelligence of a coach and facilitator.

Our work bridges three dimensions of organisational development:

- **Strategic:** Aligning purpose, priorities, and people for clearer direction and shared meaning.
- **Relational:** Strengthening trust and communication for greater collaboration, accountability, and empathy.
- **Developmental:** Building leadership and learning capability to create adaptability, resilience, and confidence.

We help you **move fluidly** between these layers, turning strategic intent into collective action, and everyday action into **learning that lasts**.

Underpinning every engagement are the HUMAN learning principles :

- Connection before content – relationships first.
- Reflection before action – thinking before doing.
- Curiosity before certainty – staying open to what's emerging.



When people have space to think together, they find their own solutions.

The Inside Edge: Agile Value.

The Inside Edge offers senior-level expertise with **start-up agility**, a partnership model that flexes with your needs.

Access Without Overhead.

You **gain the insight and experience** of a strategic consultant, coach and learning designer, **without the fixed cost** of a full-time equivalent.

We bring cross-sector perspective and fresh challenge while remaining embedded enough to feel internal.

Flexible Structures.

- Retained Partnership: a set number of days each month, ensuring ongoing presence and momentum.
- Project Phase Support: intensive blocks aligned to transformation milestones.
- Hybrid Engagement: a mix of advisory, facilitation and coaching across multiple teams.

Investment Options.

We **tailor investment** around outcomes, rhythm and scope, ensuring clarity without diluting the professional value of the wider HUMAN learning at work suite.

Payment structures can include:

- monthly retainers for ongoing partnership,
- project-based packages linked to deliverables, or
- value-based agreements aligned to measurable shifts in capability or culture.

Return on Partnership.

Clients report not only improved performance and engagement, but also a tangible shift in leadership confidence, connection and collective intelligence.

This is the Inside Edge advantage, **a catalyst that pays forward** long after the engagement ends.



Agility and depth can coexist when value is built on trust and transparency.



Time to Talk. Space to Grow.

In today's fast-paced world, it's paradoxical that **real progress often begins by slowing down**. We understand that time is precious—so **when you do pause, it should count**.

HUMAN learning at work helps you make the most of that time. **We maximise its impact** by providing the space to unlock new ways of thinking, **connect more meaningfully, and learn in ways that spark real change**.

Our work is grounded in the belief that human connection is the catalyst for transformation. Through intentional conversations and reflective experiences, **we help individuals, teams, and organisations grow in ways that are sustainable, authentic, and aligned with purpose**.

We help create the space to slow down. To listen.

To learn. To lead with greater awareness and humanity.

HUMAN learning at work brings learning back to its most natural form: conversation.

HUMAN learning at work

Ready to step back and gain perspective?
Start a conversation:

Our work takes three forms – Each is a different but an aligned way of creating space for thinking, learning and real change. Together, they form a suite of experiences that put people back at the heart of how work happens – **where learning isn't separate from the day-to-day, but lives inside it**.

Leadership Lens → Deep personal reflection (1:1)

Journey to Team → Team learning through conversation

Inside Edge → Embedded partnership for lasting change

**Where connection becomes learning,
and learning becomes change**



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