



HUMAN learning at work

THE JOURNEY TO TEAM

7 Conversations
that matter

The Journey to Team: Time to Talk. Unlocking Collective Intelligence.

High Performance is Grown.

In today's fast-paced world, it's easy for teams to fall into the trap of **constant doing, driven by process**, targets, and frameworks that promise results. But the paradox is this: real progress often begins by slowing down.

Because you know that true, **sustainable performance isn't assigned**. It's grown through honest, human conversation.

But making that time count, and making those conversations *real*, can be the hardest part.

You may be wondering:



How can I get my group of high-performing individuals to truly connect and collaborate instead of working in silos?

What simple steps can we take to create a culture where people feel safe to speak up with honesty and confidence?

How can our newly formed teams build shared direction and genuine buy-in?

How do we help cross-functional groups find clarity in roles, strengthen communication, and deepen accountability?



These aren't calls for another off-site or mandate. They're signs that your team is ready to connect and learn.

That's the philosophy behind **HUMAN learning at work**, bringing learning back to its most natural form: **conversation**

And that's where The Journey to Team begins.

It's a **series of seven guided team conversations** that help your people pause, reflect, and reconnect. **Not a workshop. Not a training session.** Just purposeful, 90–120 minute conversations that create space for what really matters: purpose, clarity, courage, and shared ownership.

Through this simple but powerful approach, your people will:

- **Achieve Greater Clarity:** See their role, and their impact with new perspective.
- **Build Trust & Confidence:** Speak honestly, listen deeply, and move through challenges together.
- **Grow Collective Ownership:** Replace old routines with rhythms the whole team owns.
- **Strengthen Culture:** Nurture a natural culture of listening, psychological safety, and recognition.



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 Journey to Team: Core Idea.

High Performance is Grown, Not Assigned.

In today's fast-paced world, high performance isn't achieved through process, targets, or rigid frameworks — it's grown through human conversation.

The Journey to Team is a suite of seven guided team conversations designed to help teams pause, reflect, and build the relationships that underpin great work.

It's **not a workshop or abstract training session**; it's a series of short, high-impact moments of insight and honesty, typically lasting 90–120 minutes. Each conversation creates space for what really matters — purpose, clarity, courage, and shared ownership. *Many team leaders tell us:*

“I've got smart, capable people – but how do I get them to truly connect?”

How can we move from polite conversations to the courageous ones that shift performance?”

The Journey to Team was designed for exactly these moments — when friction, fatigue, or change have dulled collaboration, and teams are ready to reconnect.

Why Conversation is the Catalyst.

Every organisation's progress begins with the quality of its conversations. When teams genuinely listen and learn from one another, they unlock potential, build alignment, and strengthen the culture that helps them thrive.

After The Journey to Team, your people will:

- **Achieve Greater Clarity:** See their role and the results they create with greater understanding.
- **Build Trust & Confidence:** Speak up with honesty and move through team challenges more easily.
- **Grow Collective Ownership:** Let go of outdated routines and create rhythms that are owned by the team.

Who It's For.

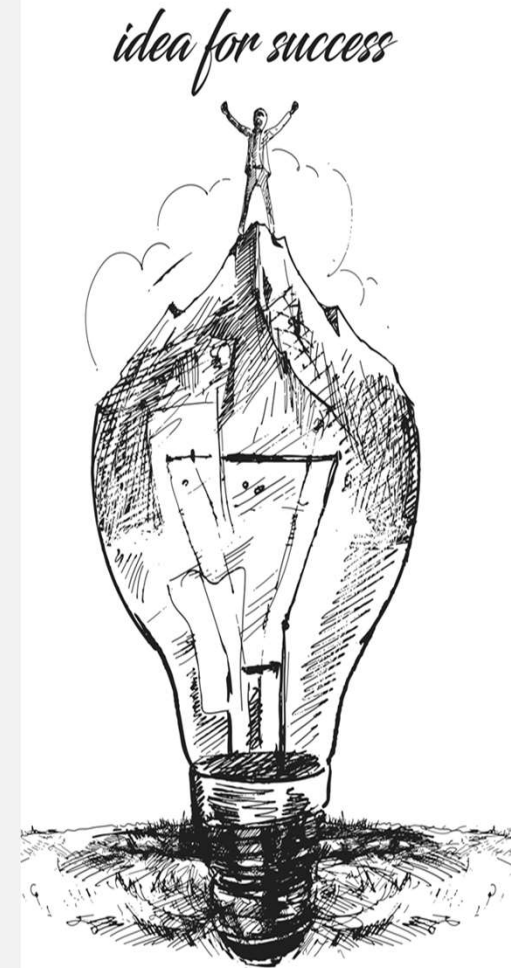
Any team ready to move from connection to collective performance. It is especially powerful for:

- **Newly formed teams** establishing a shared direction.
- **Long-standing teams** facing change or friction.
- **Cross-functional or matrix leadership groups** seeking clearer roles and stronger communication.

A Simple, Human Approach. that's simple and fluid.

- **Integrates seamlessly into day-to-day work.**
- **Uses straightforward activities and light diagnostics to surface issues and challenges.**
- **Guided by a highly experienced facilitator who works alongside the team.**
- **Provides real-time feedback, and ensuring conversations translate into action.**
- **Emphasis is on execution – clarifying the why and supporting the how – with outcomes expressed in practical, everyday terms that everyone can understand and apply.**

HUMAN learning at work



The Journey to Team: Core Idea.

The 3-Phase Journey.

Each conversation builds on the last — helping teams connect meaningfully, strengthen trust, and sustain performance over time.

1. Connect & Align.

Lay the foundation for shared understanding and direction. Define a future everyone buys into, and explore how individual styles combine to create collaboration.

2. Clarify & Strengthen.

Build trust, clarity, and accountability where it matters most. Create clear, meaningful roles, uncover untapped potential, and safely address the unsaid concerns that hold teams back.

3. Communicate & Celebrate.

Embed healthy habits and reinforce what makes the team thrive by cultivating a culture of listening, psychological safety, and recognition of what matters: effort, progress, and everyday wins.

Because when we make time to talk — we don't just work better. We become better together.

Start the Journey:

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HUMAN learning at work

The 7 Conversations that Matter

If you've ever asked yourself:



*How do we build real trust – beyond another offsite?
Can better conversations actually move business results?*

These seven conversations **will show you how.**

Conversation	Core Focus
1. Creating Our Shared Future	Defining a purpose and vision everyone believes in.
2. How We Work Best (Together)	Exploring different styles to turn friction into flow and collaboration.
3. Making Roles Clear and Meaningful	Untangling confusion and connecting each role to the greater team purpose.
4. Unlocking What's Possible	Seeing and believing in the potential that already exists; identifying growth ideas.
5. What We've Never Said (But Should)	Safely surfacing assumptions and frustrations to find renewed trust and energy.
6. Talking So We're Truly Heard	Creating a culture of listening, openness, and psychological safety.
7. Celebrating What Matters	Making genuine recognition a natural part of team life to strengthen belonging.

**Together
bringing
learning
back to its
most natural
form —
*conversation***



The Learning Path – making the case for a holistic, HUMAN approach.

04 Making Roles Clear and Meaningful

- Clarity about who owns what, and how roles connect to the team's collective goals.
- Reduced overlap and confusion -more trust, less duplication.
- Stronger sense of personal contribution and accountability.

05 What We've Never Said (But Should)

- Space to surface and explore the “elephants in the room” constructively and respectfully.
- Shared courage to question long-held assumptions.
- Agreements on what will change — and what the team wants to protect.

03 How We Work Best (Together)

- An appreciation for diverse working styles - turning difference into a strength.
- A shared language for how to collaborate, make decisions, and manage energy.
- Agreed team “norms” that make working together smoother, more respectful, and more productive.

02 Unlocking What's Possible

- Deeper understanding of each person's unique strengths, aspirations, and motivations.
- Identification of where untapped potential lies - in individuals, relationships, or processes.
- Concrete ideas for how to create the conditions where everyone can do their best work.

01 Creating Our Shared Future

- A shared sense of purpose that connects daily work to something bigger and more meaningful.
- Agreement on what “great” looks like for this team - both in results and in relationships.



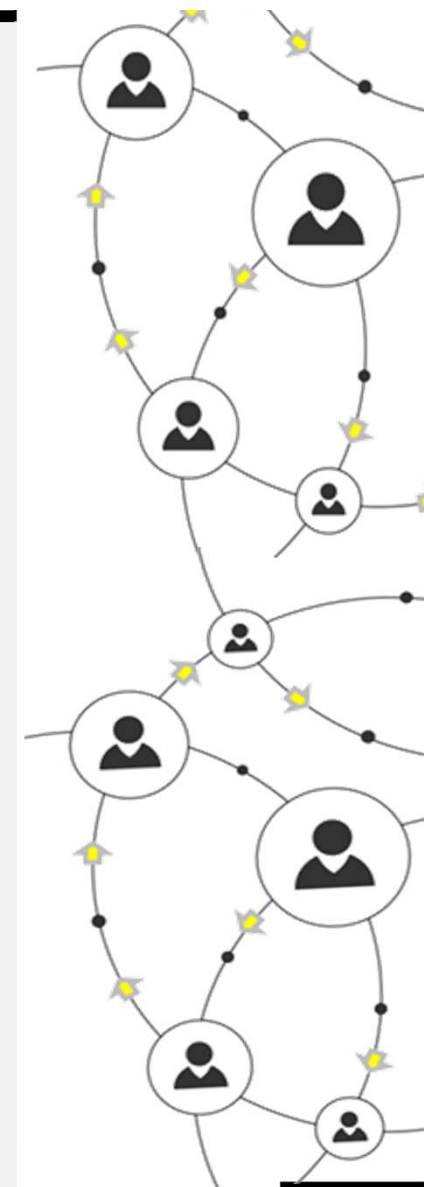
7 Conversations

06 Talking So We're Truly Heard

- Insight into how well the team really listens and where messages get lost.
- Shared practices that make conversations more open, honest, and effective.
- A renewed culture of trust where people feel safe to speak up and know they'll be heard.

07 Celebrating What Matters

- Agreement on what deserves celebration — not just results, but effort, learning, and collaboration.
- Shared understanding of how different people like to be appreciated.
- A culture of everyday recognition that strengthens connection and motivation.



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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