

THE



ONLINE

PROGRAMME

**Scalable personal development that
increases employee engagement
throughout all levels of your organisation.**

WHY CU**i*?

Who doesn't want a thriving organisation that people are excited to work for, partners love to do business with, and with whom clients are keen to engage?

Engagement with the CUi* programme facilitates the organisation to change positively and sustainably where it matters most:**

Mindset:

from feeling overwhelmed and disengaged, to a position of **ownership and a solution focus.**

Behaviour:

from reactive and blaming, to **pro-active, cooperative and engaged.**

Systems & processes:

from bureaucratic and inefficient processes and hierarchical thinking, to **agile self-organisation.**

Culture:

from a culture in which no one is connected to a deeper meaning and everyone protects their stakes, to a **values-oriented learning culture.**

THE CU**i* METHOD

CU**i* supports organisational development through focus on four essential tasks:

1. Invest in inner work

CU**i* promotes personal development of individuals through strengthening of meta-competencies:

- (self-) reflection
- (self-) compassion
- personal ownership
- the ability to engage in deep dialogues

2. See the BIG picture

CU**i* deepens the systemic understanding of

- the interaction between individual and collective reality and
- the interfaces connecting stakeholders within and beyond the organisation.

3. Connect deeply

CU**i* fosters the building of meaningful and trusting relationships at work, which are grounded in mutual understanding, openness and support.

4. Apply conscious rituals

CU**i* introduces rituals that make sustainable change possible for individuals and teams.

THE CU**i* FORMAT

Our **blended-learning** approach marries online learning with social learning.

Online learning:

- an **online platform** that increases transparency, communication and accountability
- accessible and informative **video & audio content** explaining models and theories
- **self-reflection activities** that deepen personal insight
- content reference material, downloadable as **PDFs**.

Social learning:

- bi-weekly live **video conferences** with a CU**i* coach
- weekly one-to-one **buddy conversations** to deepen the learning and help with application in everyday life
- regular **team reflections**, focusing on how the team members can work together more effectively and joyfully.

DURATION

CU*i Level 1: Personal Foundation consists of 7 modules delivered over a period of **five to seven months**. This embeds a shared language throughout the organisation and new rituals are firmly integrated into daily life.

PARTICIPANTS

CU*i democratises access to high-quality content. It is designed for employees and functional teams at every level of the organisation, from top leadership to the front-line.

COMMITMENT

CU*i supports micro-learning i.e. small tasks, that can be completed on any device. The optimal time commitment averages **20 minutes per workday**.

CU*i CONTENT

The intellectually and visually engaging content of the CU*i programme has been developed by coaches, psychologists and designers. They are based on the newest insights from psychology, neurosciences and adult learning.

The CU*i programme combines modules designed for personal development (SELF) with modules that improve cooperation and teamwork (TEAM).

CU*i Level 1: Personal Foundation

1. Check my Mindset (TEAM) – Based on models such as the comfort zone, ladder of learning, and balcony and dance, we explore our inner mindset as the foundation for change and growth.

2. Needy Icebergs (SELF) – The discovery of the psychological needs that motivate our behaviour is the starting point for more self-compassion and compassion for others.

3. The Transformation Map (SELF) – Understanding of the interaction between individual and collective reality deepens systemic awareness of all parts of the system, its stakeholders, and interfaces.

4. Successful Teams (TEAM) – The team assesses the balance between listening and sharing and develops as a safe space for reflection, honest conversations and innovation.

5. Conscious Communication (SELF) – Leaving behind the drama triangle of victim-perpetrator-rescuer is aided by the four steps of conscious communication.

6. Push P.A.U.S.E. (SELF) – The P.A.U.S.E. process is introduced as a method for increasing self-reflection and mindful and solution-oriented responses.

7. Get on the Balcony (TEAM) – The meta-reflection from the balcony allows pinpointing the most relevant insights from the CU*i journey, and jointly selecting rituals that will continue to deepen understanding, trust and accountability.



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