

Organisational Development Services

Opening a world of possibilities —
find your creative breakthrough

CAPELLA 

Capella's Breakthrough Journey workshops

Opening a world of possibilities

Capella's Breakthrough Journey workshops are designed to support both organisational and people development processes using 'deep state learning'.

Tell your story just the way you'd love it to be — then make it happen

Driving change through storytelling

At Capella we believe that people generally know much more than they realise, and that everyone is hard-wired to access and use this knowledge through great storytelling.

Our approach allows us to work with 'deep state learning', accessing the most creative centres of the brain by deliberately setting up an imaginative and intuitive environment.

We help you step back, discover the bigger picture and create change stories which lead the way to action.

Capella's Breakthrough Journey model

A triple focus

We use innovative facilitation techniques to re-shape issues in three key areas:

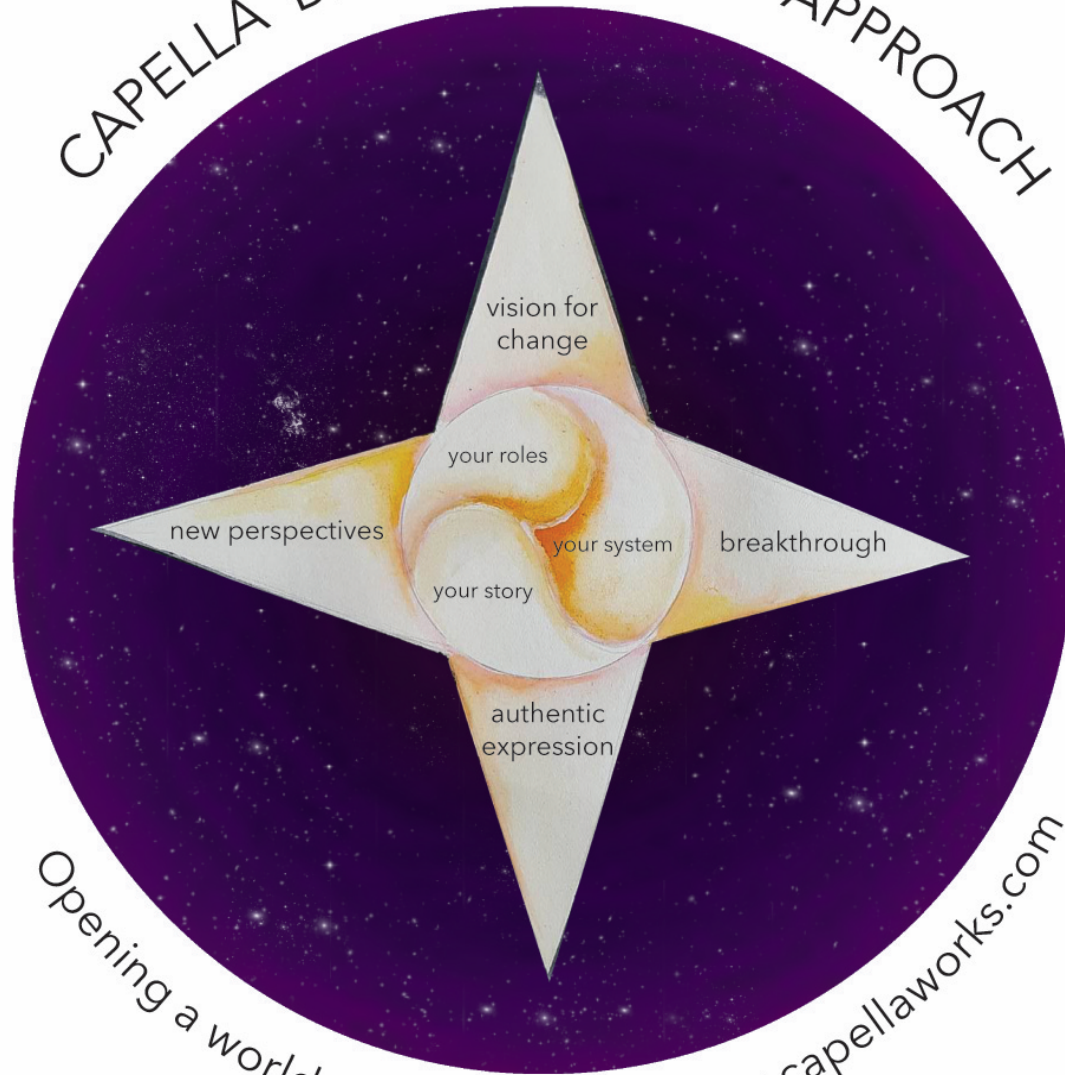
- Your stories
- Your systems
- Your role states

The four experiences

We believe these experiences are vital in order to transform problems and develop opportunities:

1. Gaining new perspectives
2. Experiencing authentic expression
3. Creating vision for change
4. Achieving breakthrough

CAPELLA BREAKTHROUGH APPROACH



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Stories

We help move you from 'old story' to 'new story'.

This means recognising any inhibiting beliefs and assumptions about the world and your place in it.

Then together we bring to life new organisational 'self-stories' which enable change and innovation.

Role states

We work with you to identify and develop role states you need to make your new story a reality.

This means working on both strengths and gaps in your current approaches and skills.

Collectively you can consciously step into and use innovative and productive role states — for example ‘creative thinker’ or ‘effective strategist’.

Systems

We also help you work out how your wider organisational system is locking down both your 'self stories' and any associated roles.

This involves looking at the influences, networks and structures which shape your organisation.

Clarifying what aspect of a system is behind a particular issue is key to resolving it and moving things forward.

‘Your Story’ workshop

This workshop gets you working together to clarify just what makes your organisation and business model amazing.

By acknowledging your history, mapping your collective knowledge, checking for blind spots, and feeling your way into the viewpoints of employees, customers and other stakeholders you naturally move into telling compelling success and vision stories, all driven by a coherent value proposition.

‘Engagement’ workshop

Vision, values and messaging

Outputs from this workshop include a deeper understanding of how vision and values can tangibly drive your business growth, plus giving you a chance to practice the storytelling skills you need to inspire and engage people with your business vision.

You’ll leave with a coherent and shared understanding of your vision, values and associated messaging, and a practical action plan to help you put all this in place.

‘Action for growth’ workshop

Setting strategic goals and action planning

This workshop focuses on sharing practical ideas for putting your organisation’s vision, values and development strategy into action.

Setting aspirational but realistic goals, sharing best practice ideas, identifying and planning resourcing and support, anticipating progress blocks and rehearsing any difficult conversations, the focus here is on developing strategic thinking and creative innovation at division and team level.

‘Collaboration’ workshop

Developing inter-team working

This session works towards ‘inter-team building’. Participants spend time with people from other team/s or divisions, building relationships, understanding and joined up approaches. This workshop can also be used to develop collaboration within a team.

We give people a chance to step into each other’s shoes, practice making positive requests and agreements, plan skills sharing, develop constructive feedback skills and find common ground where working practices diverge.

We support staff at all levels

- **Senior leaders** to ensure that development ideas and processes are fully owned at a top level, and integrated with existing development activity
- **Managers** to support them in sustaining change momentum and getting full buy-in and uptake at a team level
- **Learning and Development professionals**, to ensure they have the know-how of 'deep state learning' to support staff longer-term for full sustainability
- **Coaches and support workers** to give them the 'deep state learning' skills to transform approaches, behaviours and wellbeing in the individuals they support

Interested?

Get in touch:

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