

ASTRID SEIDL &
KAROLIN HELBIG

Flourish for future - Deep skills for teams

A sustainable and highly effective program for teams, designed to evolve and embed human-centered future skills within your organization. Field-tested, science-based, and customized to your unique needs.

Change is accelerating at an unprecedented pace, creating entirely new challenges in the workplace.

- Never before have we faced such a volume, complexity, and volatility of tasks and information.
- Teams are collaborating in virtual or hybrid settings, with rapidly changing compositions—challenging trust, communication, and cohesion.
- Meanwhile, constant distractions, interruptions and multitasking are eroding both work quality and well-being.
- As AI becomes increasingly integrated into our work, emotional intelligence (EI) will be essential for better decision-making and collaboration.

These are big challenges. And we won't overcome them with the usual stress management programs that focus on individuals. What we need are transformational, easy-to-apply solutions that seamlessly integrate into team workflows—leading to sustainable impact.

The FLOURISH FOR FUTURE program is unique in its sustainable benefits and scalability. It's a flexible, team-driven approach that addresses real-life challenges, reshaping how teams work and interact.
The program is:

- **Highly adaptive** to your team's unique needs
- **Feasible** with minimal time investment
- **Inclusive**, actively involving all team members

FLOURISH FOR FUTURE is both field-tested and science-based:

- Developed and refined in collaboration with different corporations
- Grounded in cutting-edge neuroscience, translating those insights into powerful leadership practices

The program can be delivered in English or German either virtual or in person.

FLOURISH FOR FUTURE

plants the seeds of
cultural transformation
from within, empowering teams
to sustain a journey of successful
and joyful collaboration,
even amidst the big challenges
of the future.

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FLOURISH FOR FUTURE

offers nine interactive training modules,
each designed to address
the key challenges of the future.
These modules serve as the foundation
for a tailored program,
specifically crafted to meet your
unique needs and create lasting
impact within your organization.

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1. Advanced Communication: Master the art of speaking with courage and listening with empathy

2. Energizing Meetings: Transform your meetings into dynamic sessions that drive results and leave participants engaged and inspired

3. Self-Leadership: Lead yourself with both acceptance and aspiration

4. Clarity & Focus: Eliminate distractions and sharpen your focus on what truly matters

5. Psychological Safety: Create a team culture where everyone feels included, safe to take risks, and empowered to contribute openly.

6. Growth Mindset: Embrace radical curiosity and foster a mindset that fuels continuous learning and growth

7. Navigating Uncertainty: Stay calm, grounded, and agile in the face of ambiguity and rapid change

8. Creativity & Innovation: Unlock your team's creative potential to spark fresh ideas and drive continuous innovation.

9. Team Cohesion: Build a team that leverages its diverse strengths to become greater than the sum of its parts.

1 Analyze & Design

We start by understanding your organization's needs and the current state of your team. Together we identify opportunities for growth in emotional intelligence and mindfulness. You can choose from nine interactive training modules, which we customize into a program tailored to your team's specific goals.

2 Learn & Co-Create

Through a series of engaging workshops (3–5 sessions, 2 hours each) your team learns key elements of emotional intelligence and human-centered collaboration. These sessions combine cutting-edge science with practical application. Participants don't just learn about new skills—they actively practice them, experience their impact, and share insights gained through hands-on learning. A key outcome of each workshop is a team commitment—practical, actionable, and easily integrated into daily workflows.

3 Embed & Adapt

The journey continues after the workshops with ongoing support over 6–12 months. We help teams embed their commitments into everyday practice, reflect on their progress, and make adjustments as needed. Together, we turn insights into action and create meaningful, lasting change.

Train-the-trainer approach:

This program can also be delivered as a train-the-trainer model, embedding expertise directly within your organization and reducing reliance on external trainers.
In a focused two-day training camp, we equip your internal trainers to become role models and facilitators. They'll gain the skills to teach the modules, guide teams in applying their learnings, and support them through implementation, reflection, and adjustment.
This ensures a sustainable, self-sufficient approach to creating lasting impact.

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karolin@karolinhelbig.com astrid.seidl@smart-ways.org

Dr. Karolin Helbig - www.karolinhelbig.com

Leadership consultant focusing on the human side of transformation, supporting teams to move from surviving to thriving
Co-author of the award-winning bestseller "The Psychological Safety Playbook"
Background in science (PhD in human genetics) and consulting (McKinsey)
My vision: "Empowered teams with the courage to show up fully, turning vulnerability into strength“

Astrid Seidl - www.smart-ways.org

Systemic Leadership and Team Coach. Trainer & Facilitator for future skills in teams, especially emotional & collaborative intelligence.
18 years of experience in consulting, training, expert and management roles in a variety of organizations in industry, the non-profit sector and science (healthcare).
My vision: "A workplace where people walk out energized, with joy in their hearts."

Interested?
Please reach out and we're happy to explore with you how we can best support you.