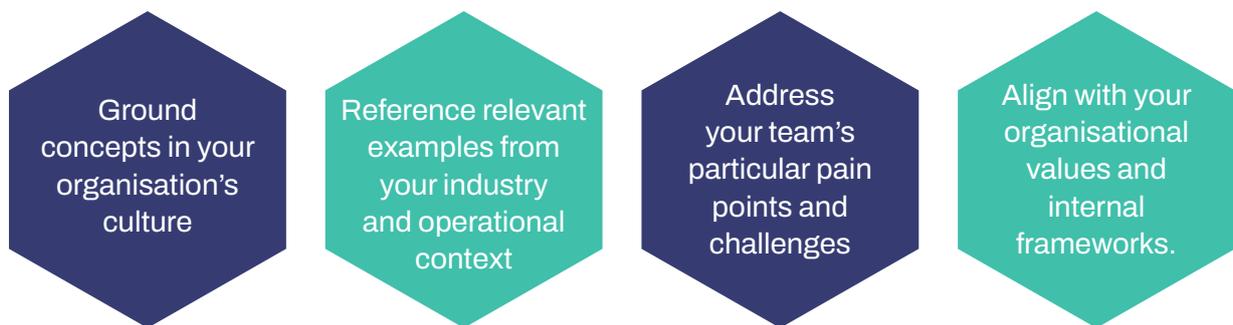




## In-house programmes

Our Open Programmes distil the best of our knowledge and experience into accessible learning for diverse audiences. We can roll these out for you in your organisation as in-house programmes to generate growth and change for your people. We do this through framing our Open Programme within your organisation's specific culture and context. We contextualise the experience through carefully calibrated adjustments that:



What makes our approach special is that we preserve the core methodology and proven design that makes our programmes successful while ensuring the content resonates deeply with your team. This balanced approach means you benefit from both our expertise and a learning experience that speaks to your organisational context and internal environment.

### CONTEXTUALISATION

This process starts the moment we engage in conversation with you, and we start to learn about your organisation. In all moments of our conversations with you we are considering the practical applications of the programme to suit your context. Examples of this could include a pre-programme briefing with our facilitator or conversations that the facilitator has with your participants during the programme itself.

These investigative conversations lead to shifts within our programmes.

- 1 Contextualised activities to meet your organisation's current topics, e.g. adapting the group activity questions to reflect scenarios and information that you give us about your organisation and relevant departments.
- 2 Any case studies or relevant data you give us is woven into the design of the programme.
- 3 Tailoring the flow and structure of the sessions in a way that maintains the programme experience and participant journey (e.g. four half-day online delivery sessions instead of two full-day face-to-face sessions)
- 4 We contextualise the programme's visuals to meet your organisation by utilising your logo, adopting your organisation's branding through the delivery platform and adapting the programme title to align with your expected impact and engage your participants.
- 5 We work in partnership with you to contextualise our evaluation process to meet your data needs.