

Service Description: **Transformative Facilitations**

Skill Level Code

- Emerging and Advanced (see descriptions on the main page)

Overarching Benefit

Coop Di Leu’s presence during retreats, dispute gatherings, or leadership exercises brings credible, neutral structure when the stakes are high or the risk of escalation is high. We create safe spaces, as determined during client pre-meeting consultations, to ensure psychologically secure environments that enable maximum participation and the revelation of core individual and company values. We typically produce faster results by building trust, reducing conflict escalation, and helping create better decision-making patterns within the group. Actionable outcomes are always a top objective to establish a chain of impact for accountability and authentic relationships going forward.

Primary Goals:

1. Identify “safety” for the group.
2. Educate about and demonstrate impartiality, regardless of title or formal authority.
3. Identify “smoking guns” affecting personal and professional discourse at operational levels.
4. Discover and highlight similarities that bind and hold sustainable value during collaboration.

What to expect:

- Pre-facilitation online assignment
- Education about cognitive profiles and associated behaviors
- Targeted interactive and the creation of productive conflicts (used for illustrations)
- Personnel compatibility for future teams, projects, and task forces
- Debriefing
- Physical “blueprint” for conducting meetings, content development, and communications

Who should attend?

- CEOs, Presidents, and Senior Leaders who want to enhance team decision-making capacity
- Managers and Supervisors experiencing personality frustrations and resulting turnovers
- Senior HR, Talent & L&D Leaders committed to building cohesive cultures
- Companies needing actionable results, improved team dynamics, and strategic clarity after high-emotional engagement

Service Intervals:

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|----------------------|-------------|--------------------|
| • 4 Hours – workshop | \$6,500.00 | Virtual \$5,200.00 |
| • 1 Day – Retreat | \$10,500.00 | N/A |
| • 2 Day – Retreat | \$17,500.00 | N/A |

Value-Added Benefits:

- Enhanced and more connected affinity groups
- Expanded sense of diversity within your workplace
- Increased volunteerism for new projects