bee formless™
LEARN · UNLEARN · RELEARN

New ways of working to illuminate the soul of your people and business

For an **interconnected ecosystem** and **embedded culture** of sustainable high performance and **continuous improvement** for business growth into the future world

People experience
Client experience
Brand reputation
Brand/ product experience
Growth
Operational excellence

Pre-learn

Board/Exec facilitation
Find the essence of your soul & passionate advocates

Learning phase

Diagnostic and strategic plans across all business units

Unlearning

Catalysing positive and impactful change through expressing the business soul

Bee champions

Massively transformative business purpose
Mission statement
Energy, attitude & behaviour
Illuminating identity
Business plan & playbook

Learn
Solution finding
Discovery
Diagnosis
Opportunity

Unlearn
Release
Reimagine
Reshape
Innovate
Create
Solve
High flow

Relearn
High flow
Test
Implement
New solutions
Tools

Active recovery
Reflect
Adapt
Celebrate
Growth

Business
Teams
Individuals

Incremental learning, unlearning & relearning → Incremental growth

A massively transformative team activation in **formless™** hives: A space where a hive of individuals and teams access **formless™** energy to explore new ideas and ways of working to foster innovation, creativity, adaptability, anti-fragility and optimally thrive.

Your business soul holds your team together through a formless™ process of learning, unlearning & relearning

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We take everything we've learned from the current business world and unbundle it, providing a fresh, non-linear perspective through the following steps:

Step 0. Pre-learn

Find the essence of your business soul and passionate advocates

This is our baseline: where we become deeply curious and explore what it takes to illuminate the soul of your business and its people, enabling a shift from merely surviving to optimally thriving.

Chemistry is the key to any partnership optimally thriving. To truly illuminate the soul, we always like to start to get to know your people and the business both personally and professionally through formless speed dating sessions and a series of deep dive questionnaires. We believe in modern leadership. A decentralised business, and expect to engage with a mix of experienced and next-gen leaders.

This allows us to understand what's really happening and see the true essence before we begin to start to work with you.

Step 1. Learn

Discovery, diagnostic and strategic plans across all business units

Here, we begin by examining the current state of your business through solution-finding, using discovery and diagnostics across all business units. This process enables us to understand the existing form of your people and business, identifying new opportunities.

Together, we reflect on what we've learned about ourselves, team, business environment, and operations to be true. This uncovers any resistance to change, outdated mindsets, structures, strategies, ways of working, and ecosystem disconnects. By bringing these limitations to light, we reveal what may be holding your people and business back from realising its boundless potential. This is where we apply the subtractive approach.

By immersing ourselves in your business, we use the Bee **formless™** pillars to holistically assess a non-linear way forward, developing strategic plans across all business units. This approach shares and reshapes, creating an optimised form that illuminates the soul of your people and business.

By immersing ourselves in your business, we use the Bee **formless™** pillars to holistically assess a non-linear way forward, developing strategic plans across all business units. This approach shapes and reshapes disconnections, creating an optimised form, an interconnected ecosystem that illuminates the soul of your people and business.

Step 2. Unlearn

Catalysing positive and impactful change through expressing the business soul

This is where the soul of people and business becomes illuminated. We release, reimagine, share, reshape, innovate, create, and solve. In this state, we collectively access high flow - an optimal state of consciousness where everyone shines their brightest, feeling and performing at their best.

Guided by newfound awareness, we let go of old ways, apply subtraction-focused solutions, and embrace a formless energy, attitude, and behaviour. Serving as a vital force, being formless creates a blank canvas that inspires us to optimally thrive within a unified, interconnected ecosystem.

Here the Bee champions and **formless™** hives come into play. In this unlimited space, we have the freedom to explore, open ourselves to the unknown, become fearless, courageous, curious, and open-minded. By unlearning, we peel away fixed forms and avoid simply adding more of the same. We create a new, optimised form for the future.

Step 3. Relearn

Access collective high flow, test and implementation of new solutions and tools

Here, we continue to access high flow, creating the conditions to make transformation possible. This is where the newly optimised form, emerging from the **formless™** hives, truly begins to take shape. Our goal is to propel the illuminated soul of your people and business forward, optimally thriving and continuously evolving within a unified, interconnected ecosystem.

We implement and test new strategies, tools, and training through the Bee **formless™** pillars, ensuring each solution supports the ongoing transformation and incremental growth of your people and business. This approach enables high-flow conscious leadership, engaged teams, adaptability, anti-fragility, rapid collaboration, productivity, creativity, innovation, and nurturing, healthy environments.

Step 4. Active recovery

Reflects on performance, celebrates, recharges and adapts for future growth

This is where the mind, body, and soul of your people and business can reflect, rest, reset, and recharge in preparation for the next opportunity, whether big or small. This phase allows for the power of clarity, celebrating wins along the way and nourishing rather than feeding the illusion and getting pulled back into the old world of operating from survival mode.

We believe in both individual and collective active recovery, providing re-energising experiences that support your people and business to optimally thrive. Through low intensity activities, mindfulness practices as well as engaging in novel experiences.

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