



CHANGE ISN'T AN EVENT,
**IT'S THE NEW
ENVIRONMENT.**

Yet most teams are still working from systems, tools, and habits built for stability. The result? Exhaustion, misalignment, and missed opportunity.

The leaders that thrive in this new reality understand their strategies only go as far as the teams that carry them. And their teams need to cultivate new skills, and capabilities to sustain in this environment.

- THE -
**DESIGN
GYM**

What is a Future Ready Team?

A Future Ready Team responds to change and sustains performance in the face of adversity.

They embed new ways of working into how they collaborate, make decisions, and execute — accelerating transformation and reducing risk when complexity hits.

Their 2 key qualities:

ADAPTABILITY

The capacity to respond constructively and flexibly to change, whether planned or unplanned.

These teams:

- **Navigate ambiguity** without losing momentum
- **Experiment and iterate** without fear of failure
- **Adjust their approach** based on new inputs, insights, or shifts in direction

RESILIENCY

The capacity to endure pressure, bounce back from challenges, and maintain progress over time.

These teams:

- **Reframe adversity** as opportunity
- **Sustain morale** and cohesion during long-term change
- **Recover quickly** from setbacks and conflict

Future Ready Teams drive:

✓ **3.9 x** higher levels of **employee engagement**

✓ **3.2 x** higher levels of **innovation**

Ref. McKinsey, 2024

Our framework is based on research and 15+ years of transformation work inside companies like:



The Future Ready Bootcamp

A 1- or 2-day learning experience designed to arm your leaders with the highest impact tools from across our Future Ready Playbook.

Based around a simulation scenario personalized to your organization, the experience is hands on and models what high-performance teamwork can look like amidst complexity and change.



Program Overview

 **Up to 30 people**

 **1- or 2-day Bootcamp** with a simulation scenario personalized to your organization

 **In-person** or **virtual delivery**

 **Best in support of:**

- Team offsites or training
- Critical project kick-offs
- Cross-functional team collaboration

 **Outcomes:**

- Team alignment and energy
- 5x actionable tools to increase speed
- Action plans to integrate into real work

 **Starting at \$25,000 per cohort**

Program Components

 **PRE-BOOTCAMP (2 weeks)**

- ☐ Align on change objectives
- ☐ Personalize practice scenario
- ☐ Final prep for Bootcamp

 **1- or 2-DAY BOOTCAMP**

- ☐ Intro to Future Ready
- ☐ Learn + practice key traits:
 - ☐ Ecosystem Awareness
 - ☐ Resourcefulness
 - ☐ Continuous Learning
 - ☐ Decision Agility
- ☐ Personal application planning
- ☐ Peer reflection and coaching

 **POST-BOOTCAMP (1 week)**

- ☐ Debrief + Next Step recommendations

The Future Ready Team Enablement Program

A 12-week experiential program that helps leaders grow their adaptability and resilience in ways that ripple across the team.

Custom-fit through a current state diagnostic and tracked via an executive dashboard, it turns behavior change into something you can see, measure, and build on.



Program Overview

 **Up to 50 participants**

 **12-week program**, following 4 weeks to customize content for your organization

 **Hybrid** or **fully virtual delivery formats**

 **Best in support of:**

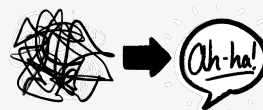
- Helping accelerate the pace of work
- Teams recently adopting AI
- Implementing new ways of working

 **Outcomes:**

- Distributed leadership + decision making
- Increased employee engagement
- Increased cross-functional collaboration

 **Starting at \$150,000 per cohort**

Program Components



**Current State
Diagnostic**



**Experiential
Learning Sessions**



**Personal
Application Plans**



**Peer + Expert
Coaching**

Program experience principles:

- Team outcomes over individual success
- Application over powerpoints
- Critical thinking over upskilling

Bespoke Transformation Programs

IMMERSIVE EMPLOYEE LISTENING

Helping an iconic global retailer to set the bar for what employee experience can—and should—look like.

HIGHLIGHTS:

- Multi-month immersive employee listening program engaging the executive team, multiple campuses, archives, warehouses, and retail stores
- Developed robust employee journeys, employee persona segmentations, needs analysis, and a multi-year people strategy and roadmap
- Leveraged generative research methods to invite employee voices into future strategy creation, instantly building trust and engagement



Global Retailer

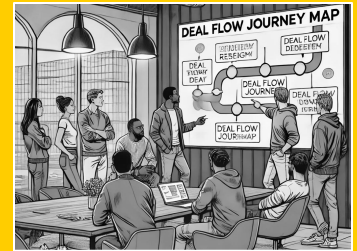
[Full case study »](#)

CROSS-FUNCTIONAL WORKFLOW DESIGN

Increasing top-line growth and accelerating deal flow by redesigning how cross-functional teams collaborate.

HIGHLIGHTS:

- Visually modeled the current state of the deal flow process and collaboration structures based on interviews, shadowing meetings, and co-design sessions
- Co-created an aspirational future state process based on various cross-functional workshops where we prioritized pain points, validated key constraints and success requirements and ideated various interventions with employees
- Refined 4 operating model pilots that provided low-barrier ways to test new ways of collaborating cross-functionally and measure impact to deal flow and revenue



KKR

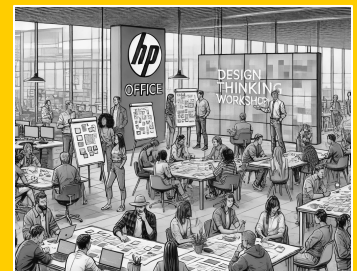
[Full case study »](#)

CO-CREATION TO DRIVE GLOBAL CHANGE

Co-creating and scaling a new vision and set of values across leaders, functions, and geographies.

HIGHLIGHTS:

- Facilitated numerous C-suite visioning sessions that leveraged employee insights to help inform a 10-year organizational vision and strategic priorities
- Led the redesign and rollout of their iconic “HP Way” values system, with a strong emphasis on employee co-creation across levels and geographies
- Redesigned the quarterly town hall to better reflect the new strategy and values
- Designed and scaled a global training experience to embed critical new mindsets and skills within their top 3,000 executives
- Collaborated with BU leaders to better translate org strategy and values into various aspects of their employee experience, including onboarding, new-hire programs, executive rotation programs, DEI, and internal communications.



[Full case study »](#)

Let's start building your Future Ready bench — today.

Book a 30-minute consultation to explore how the
program can support your business priorities.

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