In-house Training
Collaboration Rhythms

Organisational design is complex. There are so many factors to consider: both the "hard" structures like policies, procedures & management methodologies, and all the "soft" stuff: your culture, psychology, and interpersonal dynamics.

At The Hum we have more than a decade of experience in organisational design. We've distilled this experience into a **simple lightweight framework** that you can use t**o design the organising structure that's right for you.**

The essential concept you need to understand is **a rhythms-focussed approach** to collaboration. Rhythm is about when, why, who, and how you meet as a team.

Rhythm creates a light and responsive structure that enables effective collaboration.

Whether you're building a new team, or you want to improve your teamwork in an existing group, we'll show you how to establish the **4 essential rhythms** of collaboration:

- **Connect:** proactively build and maintain trust.

- **Plan:** separate tactics from strategy. Align on the direction, and delegate the details.

- **Work:** using Agile cycles and processes for effective workflow.

- **Reflect:** regular retrospectives for continuous learning and improvement.

Together, these 4 rhythms **create a self-improving, participatory system**, including all colleagues in the process of designing the organisation that's right for you.

Content We Cover

Theory

- **Basics of our rhythm-focussed approach** to organisational design:
    - What do we mean when we say **rhythm**?
    - Understanding **tempo**
    - Thinking in **scales**
- Understand how to use the **4 rhythms** of collaboration:
    - **Connect:** Design moments of connection to proactively build, maintain & repair trust (especially critical for remote & hybrid teams).
    - **Plan:** Coordinate with repeated pulses of planning across the year to converge & align on direction, then diverge to engage the autonomy of your team. Delegate with the right level of detail and avoid micromanaging.
    - **Work:** Prioritise what to work on, measure team capacity, visualise work in progress, clarify task ownership and enhance accountability.
    - **Reflect:** Set a tempo of regular reflection, enabling continuous adaptation rather than crisis-driven change. Celebrate the wins and collectively find improvements to address points of tension or inefficiency.
- Explore **case studies** illustrating practical examples of how different teams set their own rhythms.
- Learn specific **practices & processes** you can bring to your team.

Practice

- You will **map your existing rhythms**.
- Do **Retrospectives** to reflect on how your current meeting pulses are working. Identify strengths, gaps, and challenges.
- **Design experiments** to improve your rhythms.

Training Options

Online

If running the training online is the best option for your team, we suggest splitting it over 4 calls of 90-minutes each, that can be delivered in consecutive days, or spread out across multiple weeks (eg, 2 calls a week)

In-person

We can run the training in person over one day, or we can adjust the length according to your team's needs and capacity.

For example we have worked with teams that bring us to their team retreat. We host the training over 2 mornings, leaving the afternoon for their team conversations.

Integration

We suggest adding time for integration after the training, to crystallise the lessons and embed the practices into the day-to-day of the team. For this purpose, we suggest booking a few hours of coaching & advice with us over the next few weeks or months after the training. The hours can be with the whole team, or a small group with the mandate to keep working on improving your decision-making.

Those hours can be a good way for the team to stay accountable to the agreed next steps, get unstuck on challenges with our support, and design iterations to your processes

What people say about our course

"The Hum team is generous in sharing their vast experience, their many team practices was a breath of fresh inspiration for my team, as we explore further with decentralised ownership and self-organisation". - Line Mørkbak, Facilitator of Global Collaboration

"Nati & Rich have done an amazing job of simply articulating the complexity of decentralised organising. Their ability to do this is rooted in a depth of practical experience that shines through. This course has done a great job of equipping me with the knowledge, processes and practices to bring decentralised organising into my work in a whole new way." - Daniel Ford, Senior Strategist, Forum for the Future

Our Training Methodology

Our training method combines several elements:

- We don't have a dogmatic commitment to one framework, we draw from **many schools of thought**, and from our own experience.

- We **focus on practice, interaction and personal reflection** over heavy content presentations.

- We support **different learning styles** - e.g. we have content with visuals, we make space for journaling and silent reflection, we encourage sharing and practice in different group sizes (pairs, small groups, full group), we bring the body into the picture.

- We are **trauma-informed** - we emphasise consent (everything is optional), and we share nervous system regulation practices to help people stay in (and expand) their window of tolerance for discomfort. This means participants pay attention to their physical sensations, so they can venture out of their comfort zone intentionally, without forcibly overriding their own safe boundaries.

- We don't arrive with predetermined solutions, instead **we facilitate conversations** for people to co-design solutions that are right for them.

Budget

Notes:
- *Our pricing is on a sliding scale according to the budget or size of the organisation.*
- *Price includes admin, scheduling and communications with your team to prepare.*
- *VAT (22%) not included in the price. If your organisation is VAT registered we will do the invoice under the Reverse Charge agreement within the EU.*
- *For in-person training, travel & accommodation costs will be covered by the client.*

Cost Of Different Options

	# facilitators	Hours	Rate per group size or budget range		
			4-10 ppl / low budget	10-30 ppl / mid budget	30-50 ppl / high budget
Online training	2	8 hr	€2,200	€3,000	€3,800
In-person training	2	8 hr	€3,000	€3,800	€4,600
Integration: coaching & advice	1	1 hr	€180	€200	€220

Please reach out if you have any questions or if you want to discuss the options and how we can adjust them to your needs. Contact us at contact@thehum.org

Warmly
The Hum team