

Thinking Environment® for Better Meetings

Create meetings where people think independently, contribute fully and take greater ownership of decisions.

Many meetings are filled with updates, interruptions and quick reactions but leave little room for genuine thinking.

Drawing on Nancy Kline's Thinking Environment®, this experiential workshop helps leaders create meetings where people listen with attention, contribute more fully and develop better-quality thinking together.

Participants experience the difference between an ordinary meeting and one designed to generate independent thinking. They then unpack the conditions that made the difference and apply them to their own meetings.

Who it is for

- Leaders who chair meetings
- People managers
- Project and programme leaders
- Team facilitators
- HR, L&D and OD practitioners
- Anyone seeking to improve workplace meetings

How participants will learn

Participants experience the practices of a Thinking Environment® rather than only hearing about them.

They reflect on how attention, equality and other conditions affect their thinking, practise meeting applications and redesign a real meeting from their workplace.

Output: Participants will leave with Transforming Meetings Guide that will help them to structure and hold meetings that encompasses the 10 components of a Thinking Environment

Learning outcomes

By the end of the workshop, participants will be better able to:

- Recognise meeting conditions that support - or suppress - independent thinking.
- Listen with greater attention and reduce unnecessary interruption.
- Use equality and structured participation where it helps more voices and perspectives enter the room.
- Notice habits that cause people to rush, self-censor or disengage.
- Apply Thinking Environment® principles to real leadership and meeting situations.
- Redesign a workplace meeting to support better thinking, contribution and ownership.

The Fernestra approach

Fernestra's approach is experiential. Participants feel the difference between a conventional meeting and one that creates better conditions for independent thinking, then translate what they notice into practical changes they can make in their own meetings.

Grounded in real work

The aim is for learning to travel back into the workplace. Where possible, participants work with real situations, reflect on what they are noticing and leave with practical actions, conversations or experiments they can apply after the session.

Fees

S\$4,800 for one full day for up to 8 participants.

Interested in this programme?

Talk to Fernestra about your team, context and what you would like to achieve.

Email: hello@fernestraworks.com