

Workshop Guide

for teams

Two workshops for teams in the middle of change, and teams that are “fine”.



Your team isn't failing. They're *fine*. That's the problem.

Over half of employees in large organisations are disengaged. Only one in ten are planning to leave. The rest have stopped fighting without going anywhere. They'll never get an underperformance rating. They've simply stopped believing that speaking up changes anything. And it's contagious: when a leader gives up, the team quietens with them.

the rest are "fine"

50%+

DISENGAGED
McKinsey

1 IN 10

LEAVING
McKinsey

17%

THRIVING
Keyes, 3,000+ adults



One framework. Two workshops. *Nine* areas of life and work.

PILLAR 01

WE

romantic relationships
personal relationships
contribution beyond
yourself

PILLAR 02

ME

career / mission
personal finances
personal growth

PILLAR 03

BE

mind
body
spirit

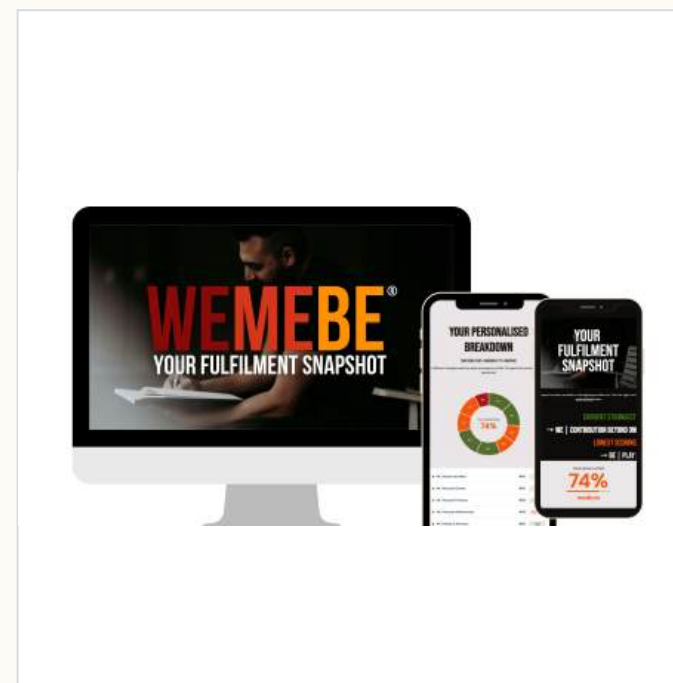
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NUMBER, OUT OF 100

Everyone in the room takes a two-minute Fulfilment Snapshot. Scores stay private; the language is shared. It's the same tool 37 Pioneers used for eight weeks, and the same one that sits behind the book.

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THE FULFILMENT SNAPSHOT · TWO MINUTES,
ON ANY DEVICE

01 The Owner *Mindset.*

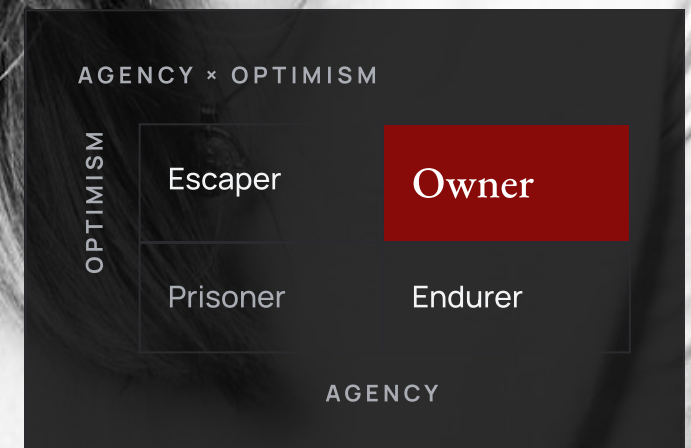
*Leading yourself — and your team —
through change.*

Whether people own a change or endure it comes down to two beliefs: agency (can I influence this?) and optimism (will it get better?). When either is low, people get stuck. Most change programmes work on the plan and the comms. This works on the beliefs.

FOR TEAMS THAT WANT TO

- stop waiting to be told
- turn endurers back into owners
- have the honest conversations the survey is hinting at
- a shared language they'll use in one-to-ones this week
- one ownership move each, not a workbook

2-hour workshop · 60-min keynote · 30-min talk · virtual or in person



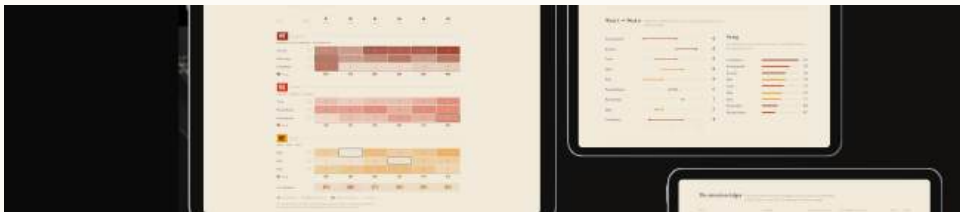
02 The Fulfilment *Habit*.

Sustainable performance in two minutes a week.

Fine is the most dangerous word in your engagement survey. Your best people aren't failing; they're busy but bored, delivering and dimming. This workshop replaces "work-life balance" with three pillars, nine areas and one number, and starts a two-minute weekly habit in the room. Thirty days later you get a before-and-after.

FOR TEAMS THAT WANT TO

- something practical for the offsite, not another speaker
- a habit people actually keep
- to see which pillar the team is neglecting, without anyone sharing a score
- performance that lasts past Q1
- data they can show the board



WHAT THEY GET BACK — THE NINE AREAS, WEEK BY WEEK

2-hour workshop · 60-min keynote · 30-min talk · virtual or in person

TWO YEARS, TRACKED



2 MIN / WEEK

— THE JOURNEY

See it. Own it. *Change* it.

*One session changes the conversation.
Two change the pattern.*

We agree which workshop goes first on a 30-minute call.

WHAT WE ADDRESS				WHAT YOU GET
change fatigue	01 See it	02 Own it	03 Change it	a shared language
quiet disengagement	Fulfilment Snapshot before we start	Free 30-day Fulfilment Challenge	Second session run on the team's own before-and-after	a habit people keep
managers who escalate rather than own	The Fulfilment Habit workshop	Five two-minute check-ins	One ownership move per person	a before-and-after
wellbeing spend nobody uses	Team pattern on the screen, no individual scores	The Owner Mindset workshop	Optional leader debrief	honest conversations
the regretted leaver you didn't see coming				energy back into the change

— AN ALT APPROACH TO PERSONAL DEVELOPMENT

Personal growth that's accessible to everyone, lasts beyond the room, and starts with you — because how you show up decides how you perform.

*most teams start
with whichever
names their problem*

Accessible

Everyone in the room, not an invite-only cohort. Scores stay private; the language is shared.

Lasting

An immersive session, five two-minute check-ins over 30 days, then a second session on your own data. Spaced repetition, not a one-off.

Tailored

Every team takes the Fulfilment Snapshot before we start. We walk in with your pattern, not a script.

— THE PROOF AND THE PERSON

37

PIONEERS

+7.3%

EVERYONE WHO CHECKED IN
TWICE OR MORE

+13.1%

EIGHT OR MORE CHECK-INS
(11 PEOPLE)

11 OF 37

FINISHED LOWER

Not a clinical study. That's in the book too.

*"After a number of previous motivational speakers, the team said
Chloe was more relevant, connectable and resonated more."*

ELAINE BROOKS · HEAD OF PRODUCT DEVELOPMENT & INNOVATION,
COLES GROUP

*"We can already see a change in our business for the better. We are all
feeling more engaged and motivated."*

ALYS DAWSON · DIRECTOR, RAINBOW DESIGNS



Chloe Cooper spent over a decade in retail and FMCG — supermarket buyer at 22, then category strategy — doing a convincing impression of someone who had it all together. WeMeBe® began as her own two-minute check-in. It has since been used by 3,000+ driven professionals at Reckitt, Unilever, Mars, Ocado and Coles.

*The Fulfilment Studio exists to make personal development
accessible, lasting and tailored — an ALT approach, for everyone,
starting with you.*

TRUSTED BY PROFESSIONALS AT

RECKITT · UNILEVER · MARS · OCADO · COLES · IGD · RAINBOW DESIGNS

What's in the diary for your team between now and the next quarter?

One 30-minute call. Tell me what's changing and where your team honestly is. I'll tell you which workshop fits, which format, and whether it's the right room for it.

WAYS TO WORK TOGETHER

a single session

the full six-week journey

with a copy of the book for every participant