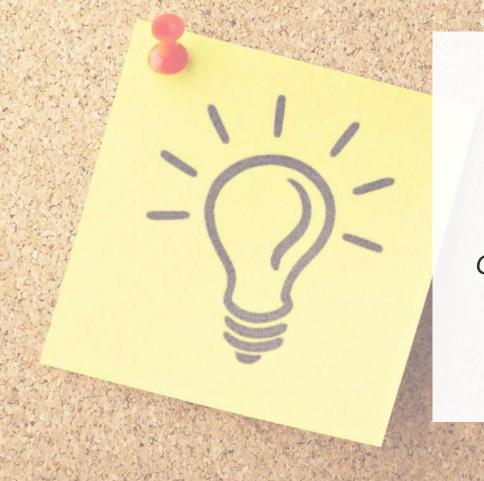


SERVICES PROPOSAL

Organizational Innovation and New Ways of Working Consultancy

it's all about people



Agility is adaptation to changes and continuous delivery of value to customers

WHO WE ARE







IT'S ALL ABOUT PEOPLE

In **Thinking With You** we believe that the future needs to be faced through innovation. Innovation created by high-performance teams where individual talent development catalyses outstanding collective results. **We trust people, believe in their authenticity and advocate for responsibility and management through transparency**.

For this, we accompany individuals, teams and organizations in the process of Raising Consciousness and increasing Responsibility, Accountability and Autonomy so they can adapt to the always changing context we live in... in a nutshell, we work with change and innovation.



WHAT MAKES US DIFFERENT









Our Excellent Positioning and Reputation in the Spanish Agile Community,

together with our wide contact network grants us access to a continuously updated knowledge and allows us, at the same time, to position our customers in a privileged position so they can benefit from that Agile Network and enhance their employer brand.

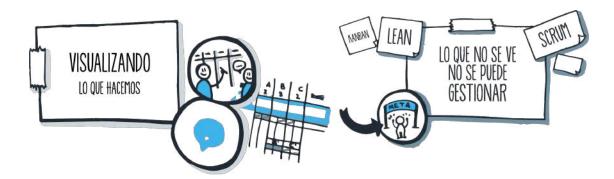


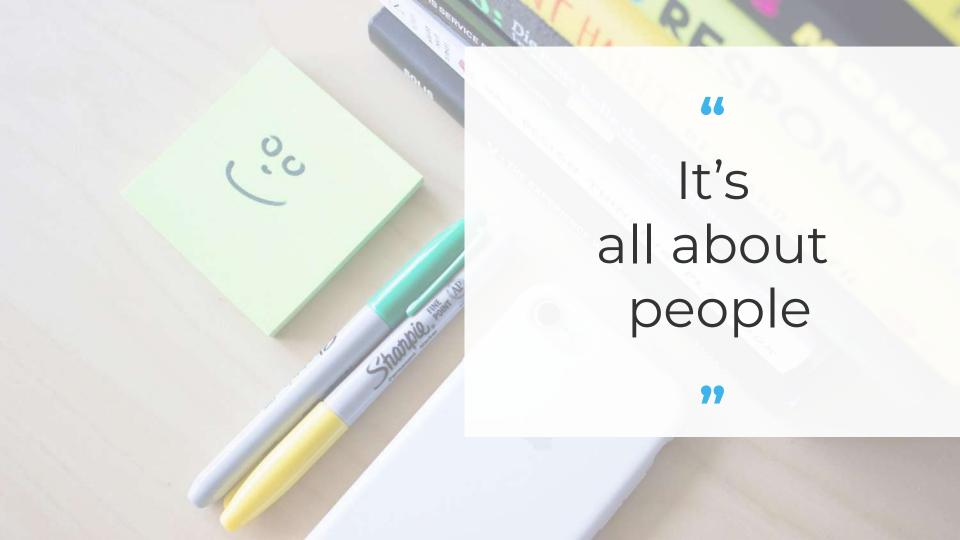


ADDING VALUE: VISUAL MANAGEMENT



- → One of our key points that adds a relevant value is our visual management skills.
- → During our relationship, we will be documenting the new routines and concepts learnt on sketches and other graphic resources.
- → The documentation we use and deliver is mainly visual in order to ease reading and understanding.







WE ARE A TEAM!







Israel Alcázar



Janire Paskua



David Gómez



Miguel Ocaña



Pablo Sala



Anais Rubió-Galván



Alexandra García



Marta Lam



Pepe Vázquez



Ana Corrales



Paloma Mesonero-Romanos



Luz Garrido



Santiago de Blas



Carlos Jurado



Naty Calafell



Emmanuel Ponchon



Jessika González



Yamila Masoud



Jaime Salas



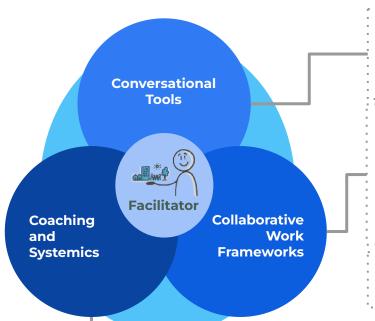
Eduardo Toledo

OUR FACILITATORS

The added value we offer lies in the **multimodal** knowledge of our facilitators, which gives them an eclectic vision of what is happening in the room and allows them to select the most appropriate dynamic at each moment of the process.



Our facilitators are change agents with demonstrable experience who accompany diverse organizations in change and innovation processes and who have knowledge beyond facilitation.

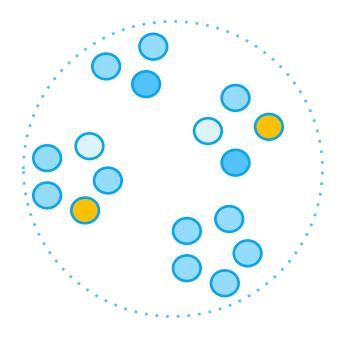


- Art of Hosting: World Café,
 Pro-Action Café, Acción Sabia,
- Lego Serious Play ®
- Points of You ®
- Project launching: Agile
 Inception, Lean Inception
- Design Thinking
- Lean Startup
- Agile methodologies for discovery, design and product management
- Agile Scrum construction
- Agile Project Management
- Lean Management
- Visual work management systems (Kanban)
- Individual Coaching
- Group and Team Coaching



INTERNAL TEAM MANAGEMENT

EDIS Initiative Teams



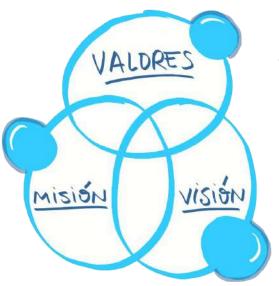
We are a liquid organization formed by liquid and dynamic team structures with responsibilities for delivering value to clients or providing internal value to the organization.

These teams are made up of multidisciplinary profiles, with maximum responsibility and autonomy towards the objective.

In <u>this video</u> (in spanish) you can see in more detail and some aspects of how we are as well as in <u>this article</u>.



Accompanying people, teams and organizations to understand and adapt to the continuous change context we live on. We will never offer something we didn't try ourselves and we don't trust



Transparency, honesty, genuinity and creativity

Being a reference on change and innovation processes accompaniment





WHAT WE FOCUS ON



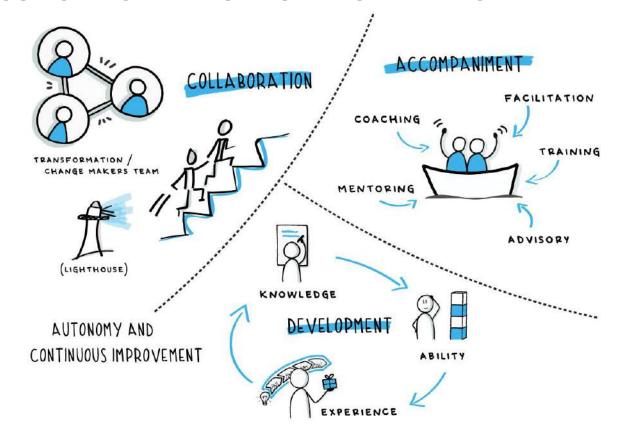
1. INDIVIDUALS. We will focus on people, their perceptions and limiting beliefs, so they can increase their consciousness level and, from that new observer point, help them being able to generate new actions that drive them to the objectives agreed.

2. TEAM. We will also focus on teams, their interactions, retrospective meetings... detecting unproductive habits and beliefs, challenging the team and increasing their consciousness level so they can find more healthy and productive dynamics and communication. We will also impact on conflict management, feedback and actions coordination

3. ORGANIZATION. We will analyze the system, rules, support HR and enforce new behaviours by implementing new tools and processes that ease new management styles implementation.



BECAUSE OF HOW WE SEE CHANGE MANAGEMENT





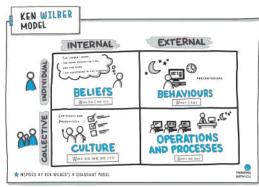
- **COLLABORATION**: We believe in the creation, from the very first moment, of an **internal-external Transformation Team**; it will be the **engine an the lighthouse** for the initiatives and actions in place.
- ACCOMPANIMENT: We see coaching, facilitation, consultancy, training and mentoring as the real combination people need to truly change, at an individual, team and organizational level.
- DEVELOPMENT: It is not only in training... development is sharing knowledge, generating skills, experiencing what you have acquired and learning from the emergent knowledge. Real experiences drive to autonomy and continuous improvement.



BECAUSE OF OUR 360° LOOK

Our knowledge and experience is eminently eclectic. We rely on tools such as Agile, Lean, System Thinking, Lean Start up, Organizational Design, leadership models, Kanban systems, soft skills ...



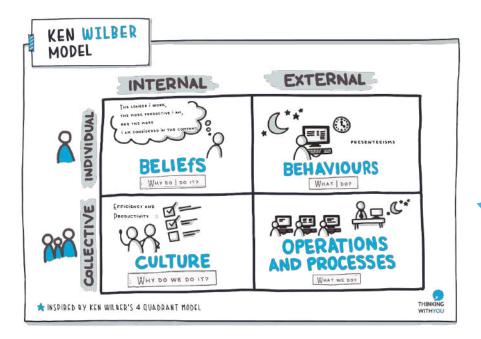


We believe in a multimodal approach, where we can apply these and other tools adapted to each specific context of the organization, without unique sizes. Likewise, we are committed to the work of communication and coordination between these different contexts so that this combination of methods, systems, ... leads to a more adaptive and successful organization.



HOW DO WE SEE CHANGE?

Wilber model helps us bearing in mind that real transformations are not only processes and tools changes and innovation (collective-external quadrant). It reminds us that transformations happen at an **intentional level** (individual-internal quadrant), and that is what moves behaviours. If you want to change organizations, you need to touch people and their mindset.





KNOWLEDGE, EXPERIENCE AND CERTIFICATIONS



AGILITY AT SCALE









ORGANIZATIONAL MODELS











PROCESS IMPROVEMENT





TALENT DEVELOPMENT











WHAT WE OFFER: SERVICES

ORGANIZATION

- Accompaniment in the transformation and cultural change towards more agile and innovative models.
- **Development of agile leadership.** Discovery of the predominant leadership model and detection of the gap in order to generate agile leadership.
- School of internal transformation, where new internal roles within the organisation can be formed.
- Inspirational and motivational talks that generate awareness and clarity.
- Awareness and dissemination sessions that generate general knowledge throughout the organisation.

TEAMS

- Training and ONLINE Training in different topics: Agility, Communication and Feedback, Effective Session Facilitation, Visual Thinking, Design Thinking, etc.
- Facilitation of Design Thinking processes that help to generate new and innovative solutions to complex needs or problems within the organisation (e.g. Improving employee experience, change in the recruitment model, etc).
- Facilitation of working sessions to work on Strategy, Alignment, Prioritisation, etc.

INDIVIDUALS

Mentoring and coaching to specific roles in the organisation





DIAS ACCOMPANIMENT MODEL

We perform the accompaniment helping the transformation sponsors so they can lead the pilot projects or initiatives they want to start with, so they can test and apply different ways of working and collaborating..

We can help the organization on detecting new and emergent change & transformation initiatives, prioritizing them and accompany when putting them in place. We do it, at the same time, dealing with the normal and common tension we find when the organization is changing.

Our wide experience in these processes provide us with a high anticipation capacity and an expert knowledge that helps us help on generate coherent initiatives, consistent with the general transformation framework (if any).

We base it on our model, DIAS, that can be adapted to the particular context of the organization..



OUR PROPOSAL - DIAS MODEL

We, TWY, believe in practical approaches, whether they are based in solid theoretical knowledges and studies. You want to run a transformation in a real life environment, with real teams, real customers and with real and tangible results.

Our DIAS Model helps us on that approach. Let summarize here what this means:



DISCOVERY

Work together on the analysis you've already made, learn where is the organization in terms of CC, where do they need to get... and what are the success metrics.

IMMERSION

We own the initiative, form a Transformation Team with internal people, identify key points of impact, get to know the organization, co-create the strategy and draw the plan. We want to be "inside".

ACCOMPANIMENT

Once the objective is clear and the plan is created, we accompany the Transformation Team on the process. We ensure the plan is adaptive, self-learning and long lasting.

SUPERVISION

When the Team is self-sufficient to maintain the changes made and self-evolving, we move to a "supervision" role, helping them keep on questioning an growing.





SPREADING INNOVATION MINDSET THROUGH LEADERSHIP

No organization is able to live in a consciousness level higher than leader's one. When your leaders transform, so does your organization. And about innovation mindset, we think all transformation initiatives should impact in the cultural part, at the same time it offers new ways to operate.

We know and use different leadership frameworks when working with teams, but we consider that the **TLC** (The Leadership Circle) model and it 's LCP (Leadership Circle Profile) tool is the most beneficial approach for managers development.

Leadership Circle Profile (LCP) is used as an assessment tool in order to make managers aware of the impact they have on the team, in this certain time and in this certain context, so they can establish an area for improvement.

It consist in:.

- # Online assessment for each manager.
- # Data-report and individual session to analyze feedback given.



AGILE LEADERSHIP DEVELOPMENT

- 1. We help the organisation to identify the current and desired leadership profile of their managers, identify GAPs and draw a **roadmap** with each manager to address in the coming months.
- 2. We consider the TLC (The Leadership Circle) leadership model and its LCP (Leadership Circle Profile) tools to be the approach that is most aligned with purpose in the development of its managers.
- 3. Leadership Circle Profile (LCP) as a leadership profile assessment tool for team managers, with the aim of making them aware of the footprint or impact they are having on the team, at this time and in this context, and to establish areas for improvement.
 - # Online assessment of each manager's leadership profile.
 - # Individual LCP profile report and feedback session.
- 4. Individual accompaniment process for each manager where we will establish objectives to be worked on in the process and action plans for each session.



AGILE LEADERSHIP DEVELOPMENT

- 5. Once the individual coaching processes with managers have been completed, we will design a **workshop** with the whole team with the following objectives:
 - **Systemic leadership,** TLC leadership model and generating a common language in the team.
 - **# Identify work initiatives in the team** in terms of operational and process improvements in the area, in which we can define actions and drive from each of the subsequent training actions.
- 6. As for the subsequent work with the team, we propose to carry out a **discovery** phase through semi-structured **online interviews** with all team members. We will generate a **group diagnosis** that we will present and that will be the basis for the design of the subsequent group workshops.
- 7. To develop the team, we propose training sessions on **High Performance Teams**, with a total of 32 hours to work on Communication, Feedback, Conflict Resolution from the CNV, Self-organised Teams... (The final contents will emerge from the discovery phase).



ABOUT THE LEADERSHIP CIRCLE ®

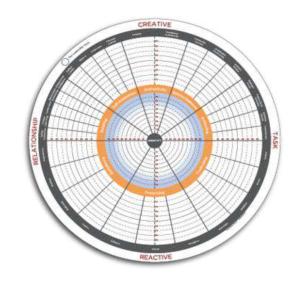
The Leadership Circle offers the first methodology for leadership development that integrates competency development with the evolution of consciousness.

It is the first to connect a battery of well-tested competencies with underlying habits of thought.

TCL goes to the source of behaviour, to drive transformational and sustainable change from there.

TLC triggers integral change:

- Change from the inside out
- Correlation between leadership styles and business results.
- The first unified theory: has at the basis of its methodology the best theories and research in the field of Leadership Development, Psychology and Adult Development of the last decades.





ABOUT THE LEADERSHIP CIRCLE ®

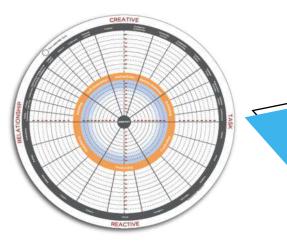
The Leadership Circle: more than a assessment

The science behind it magnifies why leaders do what they do and how they can transform. This translates into better results and a measurable impact for your business and life.

TLC triggers a comprehensive change:

- Change from inside out.
- Correlation between leadership styles and business results.
- The first unified theory: it has at the base of its methodology the best theories and research in the field of Leadership Development,
 Psychology and Adult Development of the last decades.

CIRCLE







44

SCHOOL FROM TRANSFORMATION INTERNAL

77



SCHOOL OF TRANSFORMATION

With the aim of helping to generate different internal profiles of Agents of Change or Agile Coaches, we can generate a school of internal transformation where different training itineraries and experiences are generated to allow:

Knowledge generation

New knowledge and distinctions are needed..

Skill Development

You need to develop the ability to put what you have learnt effectively into day-to-day practice.

Building on Experience

There is a need to learn from one's own experience and from the experience of others to expand the possibilities of what has been learnt in one's own context and to find new new possibilities in both knowledge and skill. In addition, this allows to expand the knowledge of different contexts throughout the company.



INSPIRATIONAL TALKS

We have a number of people within TWY who are regular speakers at conferences.

We can generate inspirational talks and short pills that encourage:

- Awareness of topics such as Agility, Change Management, innovation processes, liquid organisations, new styles of management and leadership.
- Generate Insight and powerful reflections that encourage action and motivate change in attendees.

You can watch some of our talks on our Youtube channel:

- Nuevas formas de aprendizaje
- Management Líquido en la práctica
- Emociones en equipos de trabajo



OUTREACH SESSIONS AND WORKSHOPS

We propose the possibility of generating thematic workshops of 4 or 8 hours of eminently practical duration where attendees can acquire a quick and very practical knowledge of different topics..

These workshops can be offered within a pre-marked roadmap where employees themselves can choose the route that best suits their needs.

Some examples of such sessions:

- Effective prioritisation of projects.
- Work management with Kanban.
- Powerful retrospectives workshop
- Visual Thinking session.
- New leadership styles.



OUR VALUE PROPOSITION

- # We are committed to the initial plan defined from the discovery phase and, at the same time, to the emerging one (to what happens in the room). That is, we have a plan, and we are also flexible.
- # We focus on creating a **safe space for trust and security** to arise so that participants see in these workshops a place to share their challenges, concerns and requests.
- **#** We are experienced in facilitating workshops and remote spaces from a different pedagogical approach.
- # We alternate and balance **theoretical notes with practical tools** (Mural, Mentimeter, Zoom, Virtual Boards.), videos, dynamic activities, and the possibility of different debates in small virtual groups within the session itself. The participants **achieve greater alignment** and, at the same time, **improve the degree of trust** among them.
- # If needed, we facilitate role play exercises in small virtual rooms: A very powerful methodology to put into practice what has been learnt in a safe environment, always taking care of the person and his/her exposure to the group.





CUSTOMERS













IT, IS & SOFTWARE **DEVELOPMENT**



















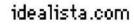






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TRANSPORT



PUBLIC SECTOR



Castilla-La Mancha





TRAINING & ENTREPRENEURSHIP





<ISDI>







TELCO







OUTSOURCING









CUSTOMERS























MEDIA GROUPS







CONSULTING









HEALTH



TRAVEL



idealista.com

hotelbeds



LEISURE









TELCO











ENERGY











OTHER







3rd SECTOR/NGD













CUSTOMERS



ENTREPRENEURSHIP

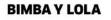














LEARNING AND TRAINING



0

Universidad

Europea Madrid

LAUREATE INTERNATIONAL UNIVERSITIES













PUBLIC SECTOR







OUTSOURCING







PROTECCIÓN DE DATOS (RGPD EUROPEO)

Para la prestación de los servicios objeto del presente contrato, es necesario que THINKING WITH YOU DRIA, S.L. acceda a los datos personales responsabilidad de la otra parte, asumiendo la figura de encargado del tratamiento, de acuerdo al art. 28 del Reglamento General de Protección de Datos.

El acceso y el tratamiento de los datos por THINKING WITH YOU DRIA, S.L. se harán conforme a las instrucciones que proporcione la entidad contratante, sin que pueda hacer uso de los datos para una finalidad distinta de la que es objeto este contrato. Únicamente se verán afectados por este encargo los datos y las categorías de interesados cuyo tratamiento sea indispensable para la prestación de los servicios descritos en este contrato.

THINKING WITH YOU DRIA, S.L. mantendrá el deber de secreto respecto a los datos suministrados en la prestación del servicio, incluso después de la finalización del encargo. También asume expresamente la obligación de contar con el compromiso de confidencialidad, de forma expresa y por escrito, por parte del personal que realice los tratamientos, debiendo esta obligación estar documentada y a disposición de la entidad contratante.

La entidad contratante autoriza expresamente a THINKING WITH YOU DRIA, S.L. para que subcontrate con terceros servicios relacionados con el objeto de este contrato, los cuales estarán sujetos a cumplir las mismas medidas de seguridad que aquí se expresan. THINKING WITH YOU DRIA, S.L. asume expresamente la obligación de implantar las medidas de seguridad necesarias que establece el artículo 32 del RGPD, de acuerdo con las finalidades del tratamiento, aplicando las medidas técnicas y organizativas apropiadas para garantizar un nivel de seguridad adecuado al riesgo.

THINKING WITH YOU DRIA, S.L. realizará un análisis de los posibles riesgos derivados del tratamiento para determinar las medidas de seguridad apropiadas para garantizar la seguridad de la información tratada y los derechos de los interesados. En concreto, garantiza que se implementarán las medidas necesarias de protección de datos, teniendo en cuenta el estado de la técnica, los costes de aplicación y la naturaleza, el alcance, el contexto y los fines del tratamiento. Entre otras medidas, aplicará las siguientes: i) seudonimización y cifrado de datos personales (cuando proceda); ii) garantizar la confidencialidad, integridad, disponibilidad y resiliencia permanentes de los sistemas y servicios de tratamiento; iii) restaurar la disponibilidad y el acceso a datos de forma rápida en caso de incidente físico o técnico; iv) procedimientos de verificación, evaluación y valoración regulares de la eficacia de las medidas técnicas y organizativas para garantizar la seguridad del tratamiento.

THINKING WITH YOU DRIA, S.L. deberá notificar las violaciones de seguridad de las que tenga conocimiento, sin dilación indebida y en un máximo de 24 horas, a la entidad contratante para su conocimiento y aplicación de medidas para remediar y mitigar los efectos ocasionados.

THINKING WITH YOU DRIA, S.L. pondrá a disposición de la entidad contratante toda la información necesaria para demostrar su cumplimiento con respecto a la normativa de protección de datos, incluyendo inspecciones o auditorías por parte de esta, o de otro auditor autorizado por esta. THINKING WITH YOU DRIA, S.L. tiene la obligación, de forma inmediata, de comunicar a la entidad contratante la información que haya recibido de algún afectado en relación al ejercicio de los derechos de acceso, rectificación, supresión y oposición, limitación del tratamiento, portabilidad de datos y a no ser objeto de decisiones individualizadas automatizadas.

Una vez cumplida la prestación contractual, THINKING WITH YOU DRIA, S.L. devolverá a la entidad contratante los datos comunicados, así como cualquier soporte o documento en el que conste cualquiera de los datos de carácter personal, aunque podrá conservarlos, debidamente bloqueados, en tanto pudieran derivarse responsabilidades de la ejecución de la prestación. El encargo permanecerá vigente mientras se mantenga la relación mercantil de prestación de servicios.





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