

HOW TO – MEANINGFULLY TRANSFORM

People Skills for Emerging Complexities | Program Catalog

Self - Relations - Work

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**ONE OF THE FEATURES OF THE FOURTH INDUSTRIAL REVOLUTION
IS THAT IT DOES NOT CHANGE WHAT WE ARE DOING;
IT CHANGES US**

Klaus Schwab, Founder WEF

The transition of the work and society in the times of automation and climate change, depends upon our response to the emerging complexities. People skills, starting with self, are even more relevant today to shape the future we would like to thrive in. However advanced systems become, *being human* is our task.

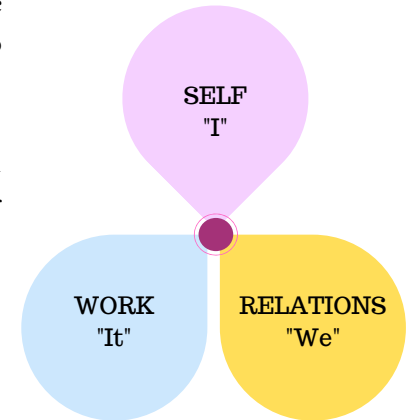
WHY MQ LEARNING?

The WEF predicts that the fourth industrial revolution will require more of a focus on people skills to shape the future of work. The reflection on questions like, who we are, how do we relate to others, and what world we want to live in, can enable us to meaningfully respond to emerging complexities and build a thriving future.

Meaning Quotient - MQ Learning helps individuals to meaningfully transform personal life and professional work, based on the foundation of self-knowledge. Our unique programs integrate concepts from business & humanities leveraging:

- Self-Awareness methods (from Eastern and Western philosophy)
- Embodied learning techniques (from Depth Psychology)
- Relational frameworks (from Business Management)

Building a valuable future starts with leading through inner values.



- *Our Framework* -

WHAT DOES MQ LEARNING OFFERS?

Our catalog of *Core Programs* is designed on the basis of intensive action-research and has been proven by successful applications in major organizations. We also work with companies to (co)-create *Bespoke Programs* responding to specific needs. In selected cities, we conduct "*Evening Series*" workshops to provide flexibility.

All our programs are devised for both face-to-face and online interactions.

ENHANCING SERVANT LEADERSHIP FOR COLLECTIVE TRANSFORMATION

2-4 days



In this program, leaders engage with servant leadership principles to learn to shape a people network that can leverage collective intelligence.

The fourth industrial revolution has unleashed the power of the individual voice, infusing a new layer of collective intelligence. The leadership paradigm needs to shift towards assuming profound responsibility for individuals, while creating structures in which a network of people can flourish and effectively harness the power of collective. In short, we reveal the joy in asking, “How can I serve?”

BUILDING TEAMS WITH SHARED VALUES & PURPOSE

1-2 days

In this program, teams synthesize their shared values and purpose to become more values-driven and cohesive.

The knowledge of values provides the North Star for our existence. By respecting the foundation of diversity through shared values, a new collective bond emerges, enabling teams to reach even higher and achieve their common purpose. According to EY research, ~60% of teams with defined values and purpose *perform 10x better*.



KNOWING YOURSELF IN AN EVOLVING WORLD

2 days



In this program, individuals develop self-awareness of their values, behaviors, and actions; to redesign a meaning-driven future.

In an ever-changing world, one thing we can hold on to is ourselves. By strengthening self-awareness of our decision making patterns, i.e. values and behaviors, we develop a reinvigorated focus with which we can purposefully redefine the future we would seek to thrive in. “*Know Thyself*,” the inscription at the entrance to the ancient temple of Delphi, is our constant reminder.

ENGAGING PEOPLE FOR MUTUAL SUCCESS

2 days

In this program, managers learn to embrace different styles, give & receive constructive feedback, and steer stakeholder relations.

Starting with Self, we engage in a widening web of relationships extending to internal teams, external stakeholders, and beyond. Any successful relationship is a dynamic interaction between different personalities, for a specific purpose, involving deep listening, constant feedback, and trust-based negotiation. In human relationships, *simplicity is the ultimate sophistication*.



HOW TO

UNDERSTAND & LEVERAGE
YOUR INNER VALUES

Roy Disney said, "It is not difficult to make a decision when you know what your values are."

Learn to:

- Reflect on your core values, using, e.g., Jung's active imagination & aspiring idols
- Align your reality with your values
- Make effective decisions using your values

HOW TO

DEVELOP RESILIENCE FOR
CHALLENGING TIMES

In challenging times, the word hope might bring even more despair. What we need is resilience from the inside. Learn to:

- Re-situate yourself in the world
- Source your inner energy using Joanna Macy's "Spiral that reconnects"
- Develop personal method to sustain resilience

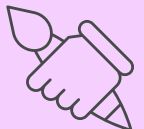
HOW TO

DEVELOP
SELF-AWARENESS

The knowledge of inner self (e.g., values, behaviors) is a critical starting point for internal and external transformation. Learn to:

- Understand how past has shaped the present
- Develop conscious awareness of your decision-making patterns
- Find calmness in difficult situations

HOW TO

RE-DESIGN
YOUR FUTURE

Abraham Lincoln said, "The best way to predict the future is to create it." It is never too late to re-design a thriving life. Learn to:

- Reflect on your past accomplishments
- Visualize different futures & choose the most resonant one
- Develop an action plan to build the future

HOW TO

BUILD STRONG AND FLEXIBLE TEAMS



Business is never a solo activity. Managing teams and nurturing relations are an integral part of success. Learn to:

- Understand your values & management style to respect and embrace diversity
- Actively listen & align expectations
- Give & receive constructive feedback

HOW TO

POSITION YOUR IDEAS IN A BUSY WORLD



In a fast-moving world, clear and compelling communication is key. Persuasion is an art that combines logic, empathy, and values. Learn to:

- Structure messages through pyramid principal
- Tell a story to foster empathetic connection
- Integrate the meaning and higher value in a broader context of change

HOW TO

ENGAGE MEANINGFULLY WITH STAKEHOLDERS



Like a community, an engaged stakeholder network can multiply your influence. Learn to:

- Map an emerging stakeholder landscape and understand their expectations
- Use an interest-influence matrix to inform an engagement strategy and approach
- Develop relations of shared success

HOW TO

HAVE DIFFICULT CONVERSATIONS



Navigating a difficult conversation in a direct, empathetic, & reflective way, can transform a challenge into an opportunity. Learn to:

- Understand the complexity of the task
- Identify and narrate unspoken assumptions
- Reflect on the personal insecurities and polarized thinking

FOUNDER & FACILITATOR



Deepak Bansal

Embracing the philosophy of multi-disciplinary learning, Deepak holds degrees in the fields of Technology (MTech - India), Business (MBA, HSG Switzerland), and Humanity (MA - Philosophy, California; Coach CPCC, ACC). With 15+ years in the corporate world, he has held executive positions in companies like Accenture, Deutsche Post DHL and Zurich Insurance Company. He has also designed and led the learning & development area for a Strategic Consulting unit.

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OUR COLLABORATORS



WE ENABLE UN SDGS



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Credit to MQ Learning for so effortlessly creating an environment where we all felt comfortable to put work, organisation, and status to one side and share our humanity with each other. I left the day feeling energized and inspired. Highly Recommended!

Steven S., Portfolio Manager, Zurich Insurance

The way MQ Learning designs and facilitates their workshops is shaped by the creativity that was deeply rooted in rich and versatile life experience. The depth of conversations, the connections made in such an environment is truly what we need in the business world.

Chenfung D., ABB Learning Manager

MQ Learning's workshop was exceptional for both, my personal work and development of my company. Their style of teaching is focused and scientific, balanced with a fun approach in an atmosphere of trust & openness.

Dr. Kasia K., ETH Research Scientist, Entrepreneur

MQ Learning's training is very refreshing and to the point. The ability to notice when to let the group speak and when to move on is a big plus for me. The experience in both the business side and the 'soft' side really make a difference.

Afke S., Senior Data Scientist, Industry-Shaper

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THE FUTURE OF WORK CONSISTS OF LEARNING A LIVING

Marshall McLuhan

Meaning Quotient GmbH
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MQ LEARNING

MQ Learning provides self-inquiry based embodied programs integrating Self, Relations, and Work, ensuring deep internal resonance and practical external applicability.



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