

A programme for people who want to think better.

Information for managers and HR teams

What it is

Thinking Space is a structured programme of facilitated conversations for small groups. Over three or twelve months, participants attend regular one-hour online Salons — open-ended conversations that use everyday stories as a starting point for genuine reflection.

It is not training. Not a workshop. Not a course. It is a sustained practice — and sustained practices develop people in ways that one-off events rarely do.

What participants develop

Clearer thinking

Participants get better at noticing their own assumptions, questioning their first response, and seeing the same situation from more than one angle — habits that surface directly in leadership decisions.

Deeper listening

The Salon interrupts the pattern of half-listening while preparing what to say next. People regularly notice this carrying over into meetings, difficult conversations, and how they lead teams.

Stronger judgment

By regularly examining their own responses to everyday situations, participants develop a more considered and less reactive approach — particularly valuable under pressure or in complexity.

Cross-boundary connection

Cohorts are composed from across different organisations, sectors, and countries. The diversity is intentional — it is where the thinking comes alive, and where participants encounter perspectives they would not otherwise meet.

Who it is for

Thinking Space tends to suit people who are already good at what they do and want to develop the quality of their thinking. In our experience it works particularly well for:

- People in leadership, advisory, or specialist roles who deal with complexity and ambiguity
- People navigating a transition — a new role, a change of direction, a shift in responsibility
- People who would benefit from a regular practice of reflection rather than another one-off course

What participants say

"You understand different people's perspectives a bit more. It feels like it's giving your brain a different kind of exercise — one you don't get anywhere else."

Adam — UK

"It challenges me to think about a subject again. It opens up the possibility of a change of thought. You hear ideas and perspectives you just wouldn't come by in the ordinary course of a week."

Roy — UK

"It helped me to appreciate that there are contradictions within me — that my opinion might be changing, that I might be impacted by other people. That's something I experienced in the Salons."

Lena — Latvia

Programme details

Duration	3 months (weekly) or 12 months (monthly)
Format	Online — participants join from anywhere
Group size	Cohort of up to 10 · Salons of up to 5
Sessions	10 Salons + 1 closing Workshop
On completion	A personalised book of themes and stories
Investment	£600 per participant
Supported places	A small number available in each cohort

New cohorts start every month. A short discovery call precedes joining — not an interview, but a conversation to ensure the cohort is well composed.

How to support a participant

The most common forms of organisational support are:

- Covering the programme fee (£600) through a training or development budget
- Protecting the time — one hour per week or month, online, at a time that suits the participant
- Treating completion as a recognised development activity

Thinking Space does not require any preparation, reading, or output from participants. The only thing needed is the hour itself.
