



Wise Humanity

Leadership Bootcamps

Make Your Teams Blossom – Transform Your Workplace

Wise
Humanity

www.wisehumanity.org

Imagine a resilient, sustainable organization made of cohesive, diverse teams that work together towards a common purpose; fulfilled individuals who make an impact with their innovative ideas; egoless, authentic people who inspire and empower each other; engaged clients who think working with you is fun. What could you not achieve?

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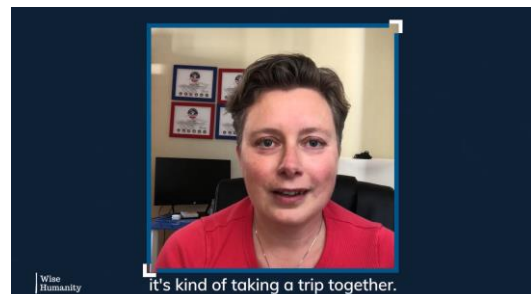
Make Your Teams Blossom

We help fix a team's dysfunctions, strengthen what is already working, create trust and belonging and, by doing so, we transform the workplace.

With Wise Humanity, people work on the dysfunctions and blockages that are holding them back from being their best and giving their best. They strengthen their sense of belonging and trust in each other. They communicate better, learn how to deal with everyone's egos, engage with a shared purpose, feel empowered and take better care of everyone's mental and emotional wellbeing. People develop a deep sense of loyalty, become more productive, effective leaders, feel more fulfilled and make better decisions.

Our Leadership Bootcamps are targeted at individual teams and executive teams.

Watch our [corporate clients](#) [sharing their powerful testimonials](#).



The change is real and long-lasting...

... because we don't achieve it by introducing new processes that burden everyone's already-busy days. People actually get on a journey together (the Leadership Bootcamp typically is a series of 5-7 bespoke 2hr modules), understand what mental maps underlie their patterns and behaviours, and adopt new empowering ones. So the change is much more profound than just a few new processes.

What Holds Companies Back?

Here are some of the typical team dynamics that hold individuals and companies back. Most probably, not all of them represent an area of improvement in your organisation, but if you're unhappy with your rating even in a few of them, get in touch with us at Wise Humanity. **We can transform your team.**

How do your people rate in the following dynamics?

- ❖ **Lack of trust** is dampening creativity and **productivity**. People are often defensive and afraid of contributing.
- ❖ People find it difficult to **admit to mistakes** or **ask for help**.
- ❖ Boosting **resilience** would help people deal with stress, anxiety and uncertainty.
- ❖ People shy away from **accountability** and responsibility. **Standards** could be higher and **performance** could be greater.
- ❖ **Egos** and personal agendas get in the way.
- ❖ **Talent retention** could be better.

How does your team or your company rate in the following?

- ❖ **Healthy conflict** and debate don't happen enough. People need more emotional intelligence to engage in conversations with mutual empathy.
- ❖ **Communication** is not always clear and no clear action is taken.
- ❖ **Relationships** could be stronger and more authentic.
- ❖ The company's departments fail to **align** with each other.
- ❖ People don't show genuine interest in understanding each other or the **desire to be with their colleagues**. more often.
- ❖ There's no clear, shared **purpose**.
- ❖ A stronger sense of **belonging** would unite and bring the team together.

What We Do for Companies

Whether it's a specific team, the whole staff or the executive team, we bring the people in an organization together, help them develop tools that enable them as fulfilled individuals, and help them integrate those tools into their everyday work.



The language changes, the company culture evolves, people connect more easily, openly and productively, conversations become simpler and more focused on common goals, processes become more efficient, creativity and problem-solving get boosted to new levels, inspiration and motivation permeate the fabric of the company, the whole organization becomes intrinsically resilient and flexible, more fun, a greater place for people to work and a much nicer partner for clients to work with.



How We Do It

The element that makes our programmes stand out is their **practical nature**. Participants work both by themselves and in small groups to apply each new tool to their lives immediately. And the coaches follow and support them at every step.

Participants adopt empowering habits and new perspectives that keep developing and deepening for the rest of their lives.



Here is some feedback from people who have taken our programmes:

- ❖ Life-changing, mind-clearing and heart-opening.
- ❖ I can't see my life without what I learned with Wise Humanity in it anymore.
- ❖ It was like seeing the Milky Way for the first time.
- ❖ I finally feel prepared for life.

The Leadership Development Impact in Numbers

The Wise Humanity corporate programmes are extremely effective, if not completely transformative, on:

- ❖ Employee Engagement
- ❖ Talent Retention
- ❖ D&I
- ❖ Productivity

Coaching and Leadership Development Programmes deliver 400% to 800% ROI.

Disengaged employees are holding back productivity. Workplaces are losing a staggering **\$8.8 trillion globally** due to poor employee engagement at 30% and declining levels in the US, Canada, and Europe (world's lowest at 13%).

Not engaged employees identify engagement, culture, benefits, and well-being as areas needing improvement. As a priority for 60% of HR leaders, human-to-human leadership is crucial. Additionally, talent competition is increasing, and **70% of companies are prioritizing well-being benefits**.

Investing in emotional well-being is the key to success. Highly engaged teams deliver astounding results: **23% greater profitability**, **41% reduced absenteeism**, and a remarkable **59% decrease in turnover**. Addressing emotional well-being leads to a healthier, more engaged, and productive workforce.

Creating a culture that values employee well-being is essential. 83% of employees in organizations lacking leadership commitment to well-being would not recommend their company as a good workplace. Employees seek support for emotional well-being, with **87% expecting their employers to provide it**.

Embracing employee wellness and engagement as strategic imperatives drives innovation and positions organizations as leaders. Protecting human capital—the most valuable asset—through employee engagement and well-being ensures a competitive edge in the ever-evolving business landscape.

Sources: [Gallup](#), [Gartner](#), [Forbes](#), [Session](#).

The Most Transformative Impact

The most transformative of our corporate programmes is our **Leadership Bootcamp**, a series of 2-hour workshops – with time in between for practice – that make teams blossom by fixing any dysfunctional dynamics and strengthening what already works well.

They deliver the real power of change and team bonding.

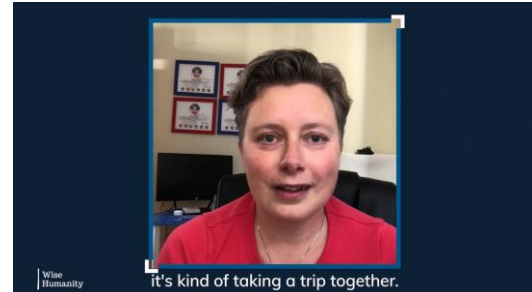


People feel more genuinely connected with each other and grow both as individuals and professionals. Conversations and relationships at work become simpler and more effective. A strong sense of trust and belonging develops across the company together with a new vocabulary and a new set of shared empowering tools that help everyone take care of their mental and emotional wellbeing as well as be more effective at work, have better conversations and make better decisions.

Testimonials

Watch our [corporate clients sharing their powerful testimonials](#).

And below is some more **feedback** from participants in our Leadership Bootcamps:

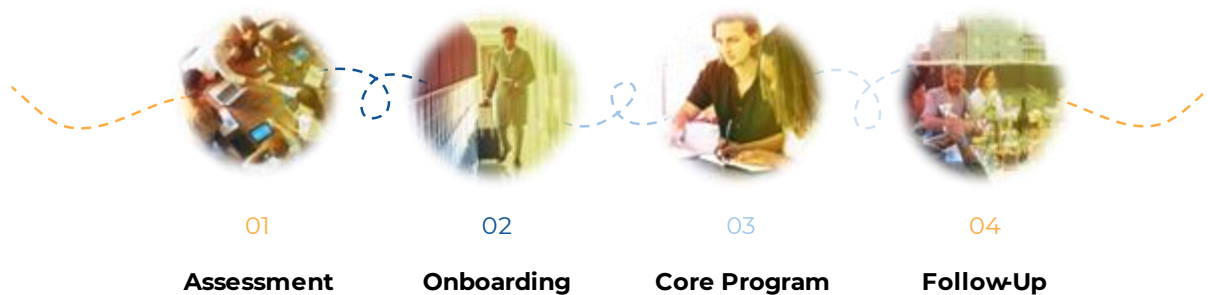


- ❖ What an amazing experience. Everybody loved it. We got even more than we were expecting out of it.
- ❖ It created a strong sense of belonging among all of us.
- ❖ We are a better company after the bootcamp.
- ❖ We use all the tools in our everyday work activities and our daily language.
- ❖ The most sceptical participant was the first to ask for more at the end of the bootcamp.
- ❖ It couldn't have come at a better time. I didn't know how much I needed it until after I experienced it.
- ❖ Wise Humanity created an incredibly safe space where we could all open up and connect with each other deeply.
- ❖ I learned new tools to handle stress and anxiety, new ways to make progress, new ways to think about problems. I even reframed my past in a more empowering way.
- ❖ I learned tools to be a better human. I knew them all along but they needed activating.
- ❖ You changed my life!
- ❖ I would highly recommend the bootcamp to any company

Bootcamps to Boost Your Company

To meet the company's objectives and requirements, we run Leadership Bootcamps organized in different ways and either in person or online. Every bootcamp, though, would develop through the following steps:

- ❖ Assessment
- ❖ Onboarding
- ❖ Core Program
- ❖ Follow-Up



Assessment

We start by sitting with you and understanding what challenges are holding your people back. We ask and answer questions and, in the end, together with you, we agree on what objectives, impact and change the Leadership Bootcamp will need to deliver.

During the assessment, we also agree on the format of the live sessions (whether in-person, over Zoom or a mix), the number of attendees and other organizational details.

Immediately after the assessment, we use all the information acquired to design the curriculum of the core program (topics, tools, number of live sessions, etc.). We review it with you and finalize the Leadership Bootcamp schedule: onboarding, the live sessions and the follow-up.

Onboarding

This is the phase where we launch the Leadership Bootcamp with its participants to explain its objectives and how it works, make sure everybody is fully on board, create an open atmosphere and help everyone familiarize with each other beyond the normal work interactions.

This phase is particularly crucial because, unlike in other Wise Humanity programs, the participants in a Leadership Bootcamp will not have actively chosen to participate but their managers or L&D Dept will have done it for them.

Typically, we produce a **Welcome Pack** and a **Bootcamp Launch Event** over Zoom (or, alternatively, a **Bootcamp Launch Video**) where we answer questions, explain the objectives of the bootcamp, how it works and the steps to be completed before the core program starts. These include some pre-work and signing a Confidentiality and Commitments Agreement.

Core Program

This is the phase where we teach powerful concepts and support the participants while they experiment with the new practices.

We will agree on how to actually deliver the content (e.g., whether in person or online) together with you but, in general, a typical core program delivered over Zoom, for example, would consist of **five to seven** weekly live sessions of **two hours each**, to make it as easy as possible for everyone to schedule the sessions in their diaries.



The **live sessions** are designed around the specific situations of your company and the agreed objectives of the bootcamp. [On our website](#), you can find the **descriptions of some sample sessions** used in previous Leadership Bootcamps.

At Wise Humanity, we have created a **solid, relevant, applicable structure of knowledge and tools** – a pool of concepts and practices for every aspect and situation in our lives based on shared knowledge among neuroscience, psychology, coaching, physics, philosophy, anthropology, spirituality and eastern traditions. All the concepts build on and reinforce each other, and the inner structure and clarity of the toolbox make them even more powerful to comprehend and use.

At the bootcamp, the time in between the live sessions is dedicated to **practicing new tools and exercises** with the support of the coaches. The participants work on their personal growth individually and together in ways that bond them and make an immediate impact on them personally and on the company.

Practice, practice, practice! There's no real, long-lasting change unless it's enacted. How many times have you been to a learning event and, a few days later, you've realized that you've retained only a small fraction of it? That's the fraction you actually started using. At Wise Humanity, we turn every concept into **exercise and practice**, and we design our bootcamps in a way that allows all the participants to try them out under the coaches' continuous support and supervision.

Follow-Up

At the end of the bootcamp, each participant receives a hard copy of the bespoke **Leadership Bootcamp Workbook** (see below) containing all the concepts reviewed during the program and the exercises practiced together and/or individually. Participants in previous Leadership Bootcamps have told us that they find it invaluable and use it all the time.

Also, while a Leadership Bootcamp has already specific time for practice built in, the application of all the tools and the learning that comes from it is a never-ending journey. Over time, more concepts and insights surface and sink in. We therefore usually offer a further **two-hour Q&A session** for all the participants a few weeks after the end of the core program.

Further follow-up programs are available to continue and expand the momentum created at the bootcamp. Particularly, some companies have had such enthusiastic experiences at our Leadership Bootcamps that they asked us to develop an **Advanced Leadership Bootcamp** for them.

One-on-One Coaching Pool

Finally, we often also offer an additional coaching package equivalent to a one-hour coaching session per participant. A possible way to use it is to give each participant a further opportunity to talk with the coaches about themselves, their challenges and how to use all the tools of the bootcamp in their lives. But the company can really decide how to use this coaching pool freely.



... And More

Privacy and Confidentiality

We pay particular attention to privacy, confidentiality and creating a welcoming, non-judgemental, open environment.

Much of the magic that happens at our programmes flows from the interaction among the participants. Everybody learns from each other's experiences, and everybody holds space for each other's introspection. Accordingly, we cultivate a group ethos of compassion, and we carefully guard confidentiality.

The topics we share at the bootcamps are extremely personal and interpersonal ties are strengthened by the explicit understanding that we provide each other with the utmost respect, consideration, and privacy in regard to personal information shared during the bootcamp.

The first thing we ask all the participants to do is to read, sign and return a **Confidentiality Agreement**: everything that happens or is said at the bootcamp, stays at the bootcamp.

The next thing is we ask them to do some pre-work.

My Journey to Now

To create an open atmosphere and help everyone familiarize with each other before the bootcamp, we ask all the participants to write and share their Journeys to Now. These are a few pages in answer to this question:



What is the life path that brought you to where you are today?

We ask everyone to tell us about the pivotal experiences that have shaped them so far.

We provide a guideline template but people can tell their story using any structure they like. Many people find it easiest to start with childhood and education, and then recount their professional and personal journeys in adulthood.

Writing **My Journey to Now** can be a powerful exercise in itself and many people surprise themselves by what they choose to write.

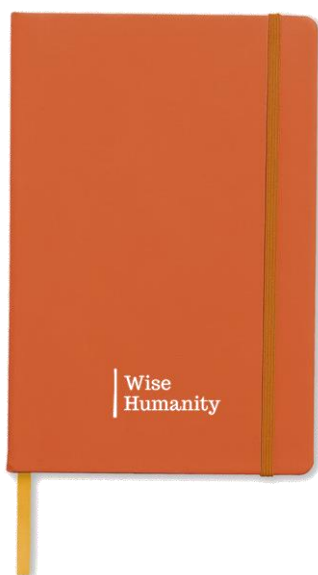
Finally, some 10 days before the actual bootcamp begins, we collect all the Journeys to Now (including the bootcamp coaches') into a booklet that we immediately distribute to the participants for everyone to read everyone else's Journey to Now before the bootcamp starts.

This single piece of pre-work brings all the participants and the coaches together and creates a familiar atmosphere even before the actual beginning of the programme.

Journals and Workbooks

Experiencing the concepts by applying the tools is a fundamental cornerstone of change and growth – and so are self-observation and self-awareness. While everybody's welcome to use the means they prefer, we provide all the participants in our programs with a **journal** to keep daily track of their experiences, emotions, challenges and breakthroughs. The journals can also be personalised with your company brand.

Similarly, every bootcamp comes with its bespoke workbook containing all the concepts reviewed during the program and the exercises practiced together and/or individually. We produce and ship the **Bootcamp Workbook** after the end of the bootcamp to make sure it includes all the topics covered (conversations and Q&As can travel far at the live sessions). Apparently, everybody loves these workbooks and returns to them often as the concepts and tools sink in over time.





Some of Our Corporate Clients



Oil & Gas
Authority



Ravensbourne
University London

ASTRACO



Soul Seated Journey



Randolph Public Schools
"Building Tomorrow, Today"



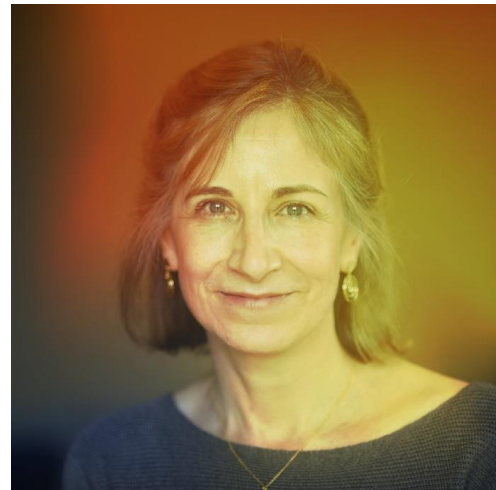
The Co-Founders and Coaches

Elisabeth Sperling

Elisabeth Sperling is a lifelong educator, with a passion for sharing conversations and experiences in which all parties learn and grow together.

Based in New York, she has been a personal development coach and facilitator since 2015, leading weekend workshops, on-site corporate trainings, and online courses internationally. Her current work is underpinned by her many years studying and teaching global history and wisdom traditions.

Elisabeth holds a BA from Harvard University in Russian and Soviet Studies and an MA in Teaching from Columbia University. She taught world history for fourteen years and worked on a national level to promote the globalization of history curriculum in secondary schools. She also supports students and scholars as a writing coach and editor, and has produced a feature-length film about creativity and collaboration. She worked as a personal development coach at The Rao Institute for five years before co-founding Wise Humanity.



Among other eclectic interests, Elisabeth is a student of meditation, an avid reader, traveler, and photographer, and enjoys vegan cooking and volunteer work.

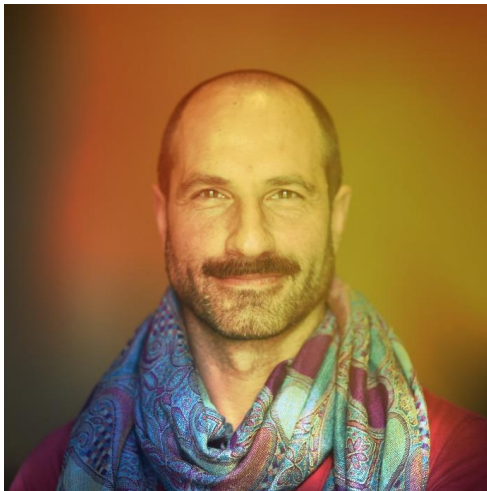
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Wise Humanity is the culmination of my lifelong study of global wisdom and my dedication to education. At the heart of all teaching is the goal to uplift, and at the core of all learning is the wish to live our best lives. I love that at Wise Humanity, we directly address what is most important to each of us.

– Elisabeth Sperling

Davide Pagnotta

Davide Pagnotta holds an MSc in Physics, an MBA from London Business School and a Coaching Practitioner Diploma from the Academy of Executive Coaching of London. He's also a leadership lecturer at Ravensbourne University London.



For 20 years, Davide enjoyed an international career in a variety of manufacturing and infrastructure industries.

His corporate life culminated in heading a Business Unit for a global Engineering and Construction company. He then decided he had achieved the zenith of his corporate career and could use his leadership and people skills in a more fulfilling, impactful way. That's when he became a coach, a teacher of personal growth programs at The Rao Institute, and later a co-founder of Wise Humanity.

Davide's vision is to launch and support individuals and businesses on a journey of enhanced fulfilment and higher consciousness, to build a better future for themselves, their communities and the planet. Among other eclectic interests, Davide enjoys painting oil portraits, has a passion for different forms of theatre, and is an avid book reader, cinema-goer and globe trotter.

“

Wise Humanity is my way to pay forward all the happiness I've had in my life, the incredible opportunities and learnings, the practical wisdom tools I've learnt and developed, and all the love I've received. It's at the same time the place where all my eclectic past unites and finds meaning, and my way to share it all to help people enhance their entire experience of life, find fulfillment and their own meaning.

- Davide Pagnotta



Thank You

Wise Humanity is
dedicated to helping
people unlock their
inner resources, break
through self-limiting
beliefs, and live
authentic and fulfilling
lives for themselves
and society as a whole.