

FUN, FAST TEAM EXPERIENCES

Lucid Meetings Learning Snacks



Small Shifts, Big Lifts.

Learning Snacks engage teams in a focused exploration of one high-impact collaboration skill at a time.

Learning Snacks are short interactive experiences designed to nurture a healthy collaboration ecosystem one step at a time. By focusing on one technique or topic per session, teams can easily implement and refine each practice in the course on their ongoing work, minimizing disruption and change fatigue.

These experiences encourage participants to become their own implementation consultants and support crew. This approach ensures that new skills are effectively integrated and sustained, fostering a culture of continuous improvement and collaboration.

The Format

30 min

Learn

Interactive concept and how-to instruction

25 min

Apply

Small groups identify ways to apply the technique within two weeks

30 min
(optional)

Refine

Open consulting

Testimonials

“

Thanks SO much! Love the framework and the learning snack format, too!

“

Really excellent framework; easy and powerful.

“

I love the fact that you can learn and then have the opportunity to practice, but if you don't have that much availability, you can drop after the learning session.

“

Great discussion, always like what is presented because there is always a nugget to take with me for my work.

“

It is always great to come to your sessions, I always learn very useful things, THANK YOU

“

I love these Learning Snacks! They're just long enough to shine light on the topic but also short enough to be effective and focused.

“

Thank you for the session. I loved your energy! This was FUN!

“

Very glad that I attended this. I could see this framework being useful outside the typical workplace, like in therapy, politics, etc.

I just want to say thank you.
I think there's a reason why people don't collaborate well, and that's because it is a lot of work. But at the same time, collaboration is required for us to be better at our jobs.
So I'm excited that we have this practical opportunity to promote the values of collaboration at a much deeper and sophisticated way now.
And when you have an environment where you have good collaboration, it can be truly exciting and fun!

Learning Snack Menu

Book an experience from our standard menu or contact us for custom sessions tailored to your team.

- Check it! Quickly Uncovering Differing Views
- Running Cadence Meetings Your Team Will Love
- Topic Framing: Seeing Differently to Lead Better
- Design Your Meeting Rituals
- Become Your Own Best Consultants
- Finding and Fixing Collaborative Friction
- Red, Yellow, Green: Streamlining Team Decision Making
- Identifying Who to Involve in Decision Making
- Documenting and Communicating Decisions Effectively
- Handling Objections and Resistance Constructively
- Achieving Consent for Decisions



Check it! Quickly Uncovering Differing Views

Learn the proven 0-to-5 technique for quickly gauging group sentiment, and discover how to use it to engage and energize meetings, check for understanding, evaluate support for proposals or decisions, and gather rapid feedback.

After this experience, your team will be able to:

- Efficiently get everyone involved.
 - Combat groupthink, leader bias, and build psychological safety.
 - Surface diverse opinions and include all voices.
 - Navigate a range of support levels for complex decision-making.
 - Clarify when further discussion is needed and when it isn't.
 - Focus discussions on improvements rather than complaints.
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Running Cadence Meetings Your Team Will Love

Turn your regular team meetings into productive and enjoyable sessions that everyone looks forward to. In this session, you'll learn easy-to-apply strategies that maximize productivity, engagement, and connection.

After this experience, your team will be able to:

- Involve everyone in making meetings successful.
 - Drive productivity and celebrate visible progress.
 - Get real work done together during the meeting.
 - Reduce meeting fatigue, by ensuring meetings are efficient and enjoyable.
 - Build strong team relationships and leadership capabilities.
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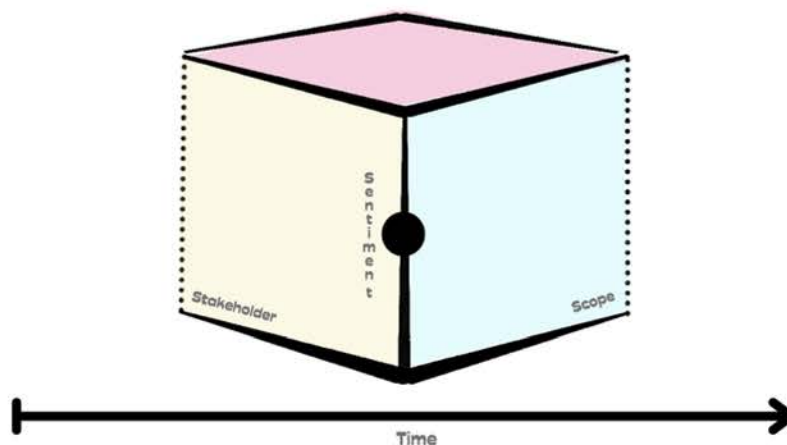


Topic Framing: Seeing Differently to Lead Better

Our ability to solve challenges and lead change depends greatly on our ability to see and communicate possibility. In this session, you'll use a visual tool to map different ways of framing work, shifting perspectives, and increasing leadership effectiveness.

After this experience, your team will be able to:

- Frame discussions to highlight what's important in any situation.
- See situations from multiple perspectives as a team.
- Explore alternate frames to unblock creative problem solving.
- Form intentional frames that align with your team's objectives and drive effective action.



Design Your Meeting Rituals

Create impactful rituals that embed your desired values into your team's culture. This session will guide your team in designing both positive and corrective rituals for meetings, building on examples used by teams around the world.

After this experience, your team will be able to:

- Create rituals that reflect your team's core values.
- Use rituals to keep meetings productive and focused.
- Set up signals anyone can use to raise concerns and celebrate success.
- Build belonging through practices that help your team shine.

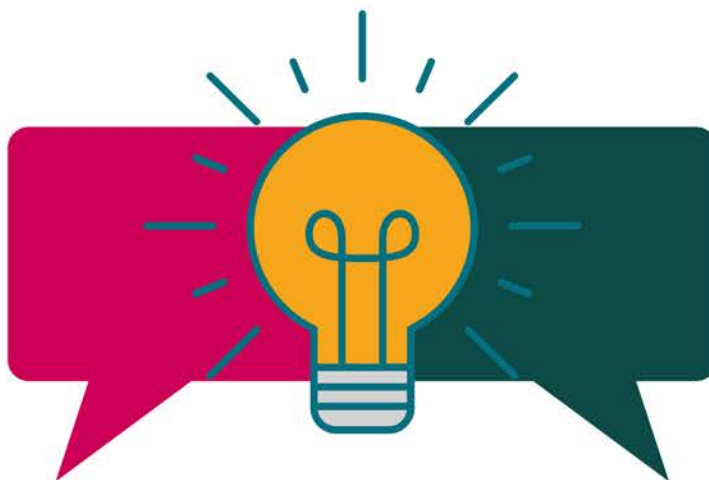


Become Your Own Best Consultants

Learn four effective protocols for getting valuable advice from your peers, then practice sharing advice for a current challenge. This session will equip your team with tools to solve gnarly problems and share expertise in a structured way.

After this experience, your team will be able to:

- Use proven methods to receive valuable input from teammates.
- Collaborate effectively to tackle challenges.
- Encourage constructive feedback and support.
- Continuously improve by exchanging insights.
- Empower team members to seek and give advice confidently.

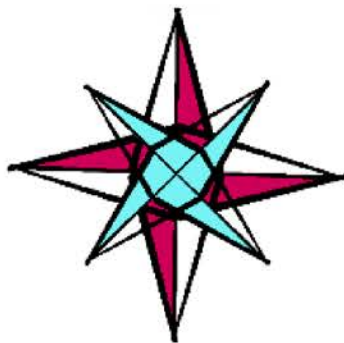


Finding and Fixing Collaborative Friction

Spot and solve issues that slow your team down. This session gives you simple strategies to tackle common problems like overwhelm, miscommunication, and conflicting priorities, helping your team work better together.

After this experience, your team will be able to:

- Spot Issues where collaboration is breaking down.
 - Use strategies to resolve conflicts and protect your time.
 - Make sure everyone understands each other clearly.
 - Balance tasks and responsibilities effectively.
 - Work more smoothly together.
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Red, Yellow, Green:

Streamlining Team Decision Making

Map your decisions so your team knows which ones are green (low-risk), yellow (medium-risk), and red (high-risk). Then, discover strategies for effectively handling each type of decision, safely distributing decision-making authority, and minimizing risks.



After this experience, your team will be able to:

- Streamline decision processes.
- Understand who can make different types of decisions.
- Know when and how to seek advice that enhances decision quality.
- Increase decision-making transparency.
- Quickly map decisions for new projects and roles in the future.



Identifying Who to Involve in Decision Making

Identify the right people to include in your decision-making process. This session covers getting advice from those impacted, those implementing, and experts, while clarifying who has final say on impactful decisions.

After this experience, your team will be able to:

- Determine who needs to be part of each decision.
- Gather timely, useful advice.
- Understand who has final say and why.
- Avoid delays by involving the right people from the start.
- Make better decisions by tapping into diverse perspectives to improve outcomes.



Documenting and Communicating Decisions Effectively

Effectively document and communicate decisions to increase transparency, trust, and acceptance within your team. This session shows you exactly which information to include and how to find the right place to document decisions.

After this experience, your team will be able to:

- Clearly document decisions to ensure everyone is informed.
- Create a trustworthy record team members can rely on.
- Communicate decisions effectively to gain team buy-in.
- Establish a single source of truth.
- Improve accountability by ensuring that decisions are ready to be acted on.



Handling Resistance and Objections Constructively

Uncover the underlying reasons why people push back on change. In this session, you'll learn about the three kinds of outright objections teams face. Then, you'll build a resistance map showing different sources of silent resistance and what you can do about it.

After this experience, your team will be able to:

- Recognize and address genuine concerns.
 - Understand and map sources of hidden resistance.
 - Encourage honest discussions about concerns.
 - Identify ways to resolve issues and overcome resistance.
 - Recognize when resistance is insurmountable and develop alternative strategies.
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Achieving Consent

Reach consent within your team to ensure decisions are supported by everyone. This session walks you through the consent process, where your team will propose decisions, address objections based on safety or adequacy, and include suggestions for improvement.

After this experience, your team will be able to:

- Propose decisions and ask for objections.
- Resolve concerns related to safety or adequacy.
- Integrate suggestions to refine proposals.
- Ensure important perspectives are considered before making significant decisions.
- Encourage transparent and constructive decision making.



Proven Expertise

Since 2010, our team has focused exclusively on simplifying meetings, decision-making, and team collaboration. We help teams excel in every interaction, ensuring that collaboration remains productive and enjoyable.

Featured In

BUSINESS
INSIDER

Inc.

BBC

Forbes

CONSCIOUS
COMPANY

FASTCOMPANY

THRIVE
GLOBAL

IndustryWeek

InfoQ

SRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

atd
Association for
Talent Development

training



CSU
The California
State University

IEEE

HARVARD
BUSINESS SCHOOL

We serve teams around the world from all industries and sectors.

Sample Clients

Calendly

logitech

workday

IKEA

City of
VALDEZ



KPMG

CONSERVATION
COLORADO

National
Voluntary Organizations
Active in Disaster



VA | U.S. Department
of Veterans Affairs



intel

Contact

Contact us to learn more.



Portland, OR USA



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