Thinkware Tuning

You know what needs to happen. It still doesn't.

A weekly working rhythm for the whole management team, CEO included: one four-hour session a week on the real problem that keeps coming back.

AUDIENCE
The management team with the CEO (4–12)

RHYTHM
One four-hour session a week

LENGTH
Three months is a good start

SETTING
Your venue or off-site

Continuous Organizational Adaptation

You know what needs to happen. Tuning clears what keeps it from happening.

Tuning Starts from a Real Problem

- A bottleneck that keeps coming back, however often the team has tried to handle it.
- A chronic conflict between two people or two departments.
- A change the management team agreed on, which the people facing the work say does not work.
- A competent person who blocks the rest without meaning to.
- People who have quietly stopped expecting anything to improve.

One Word, Ten Definitions

Ask a management team what "efficiency" means and you get a definition from each person. Different business ideas can collide in a meeting, and they should. Different definitions of the same word make sure nobody means the same thing when the team tries to execute.

Thirteen Weeks on One Problem

1. **First, the diagnosis.** Thomas talks to each member of the team alone, then to the group. It shows how each person observes the problem and which assumptions they bring into the room.
2. **Then, every week.** A four-hour session on the real problem, with the whole team and the CEO in the room every time.

Half structure, half improvisation. Thomas prepares each session and then follows what the room brings up.

An outsider who takes no side. He has no stake in who wins an argument, so the team can say what it sees.

The same people every week. Everyone attends every session, so nobody falls behind on what the rest have learned.

The outcome stays yours; Thomas aligns how you get to ideas and whether you mean the same thing when you act on them.

Next Step

A question to bring to the first conversation:

"What keeps happening in your organization even though everyone agrees it shouldn't?"

DIRECT ENQUIRY
hello@thinkwaredesign.com
thinkwaredesign.com

Start a confidential conversation with Thomas Bothe about Thinkware Tuning. There is no financial obligation.

Feature Profile

Six scales describe how Thinkware Tuning is set up: why, how and with what results. Each runs between two poles, numbered 5 to 2 towards each pole, with a single 1 at the centre; there is no zero. Filled cells show where the intervention sits; each group carries its own colour.

Why

Aim

Whether the intervention sets out to build a skill or to inspire. The band leans towards skill, with some reach into inspiration.



Area of usefulness

Where what you take away is meant to be used. The band stays with professional life.



How

Where we go into detail

Whose part the intervention looks at closely. The band stays with your own responsibility.



Method

How the intervention works with you: mentoring alongside you, or training. The band sits evenly between mentoring and training.



Results

Learning

Depth of understanding or breadth of knowledge. The band stays with depth of understanding.



Confidence

The kind of confidence the intervention aims for. The band stays with presence.

