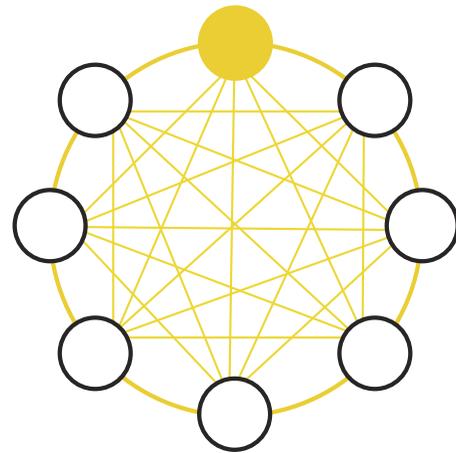
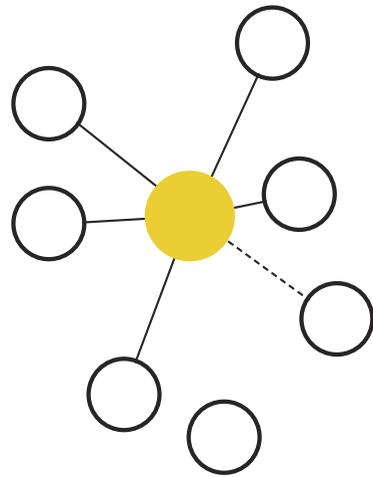


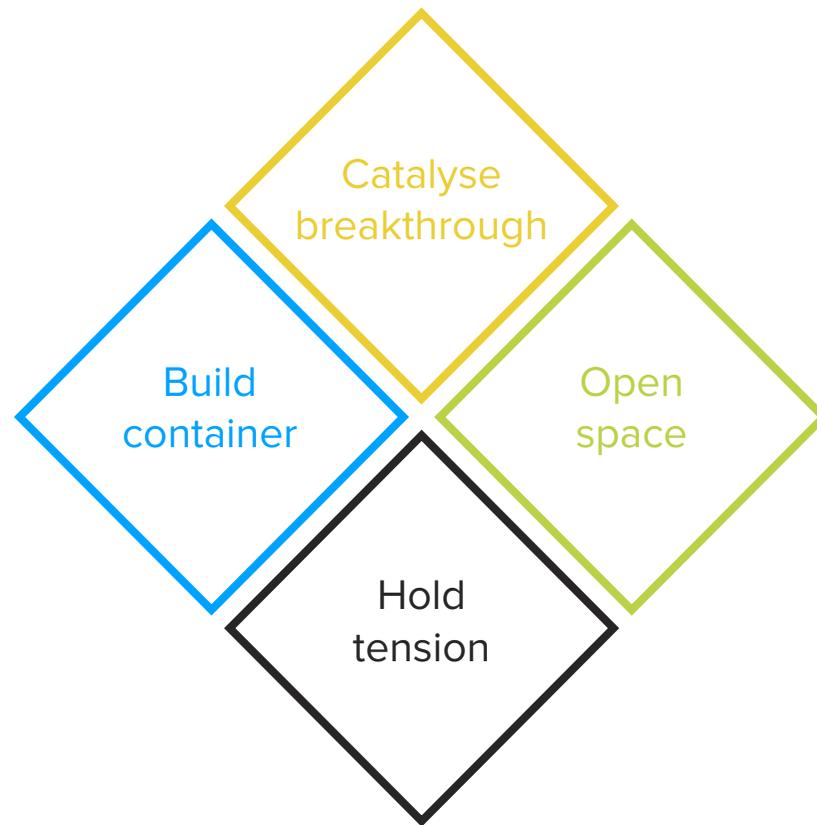


## Holding Space & Empty Mirror



‘Great leadership is a movement  
from taking up space to  
beautifully holding space.’

## WHY HOLD SPACE?



Leaders are experiencing a quantum shift in context, where both problems and opportunities are becoming more complex, blurred, hyper-dependent, digital and diverse.

This shift in context means it is no longer possible for an individual (be it in a team, an organisation, or a government) to hold all the information, to spot the warning signs, or to find the most elegant solution.

The challenge for leaders is to step out of the middle, and from being at the centre, to instead create spaces that feel held, purposeful and charged with energy, so people are called forward (evoked) to do things they never thought they could do.

These spaces allow new possibilities to arise and latent potential to be released. And this is before a thought is thought, or a word is spoken.

They also need to be strong enough to hold the uncertainty and emotion that comes with disrupting the status quo – and safe enough to speak the truth. They must create the need and the desire to step into the unknown, as well as the stillness needed to catch the fragile and fleeting glimpses of 'the new' that inform and fuel new patterns of thought and action.

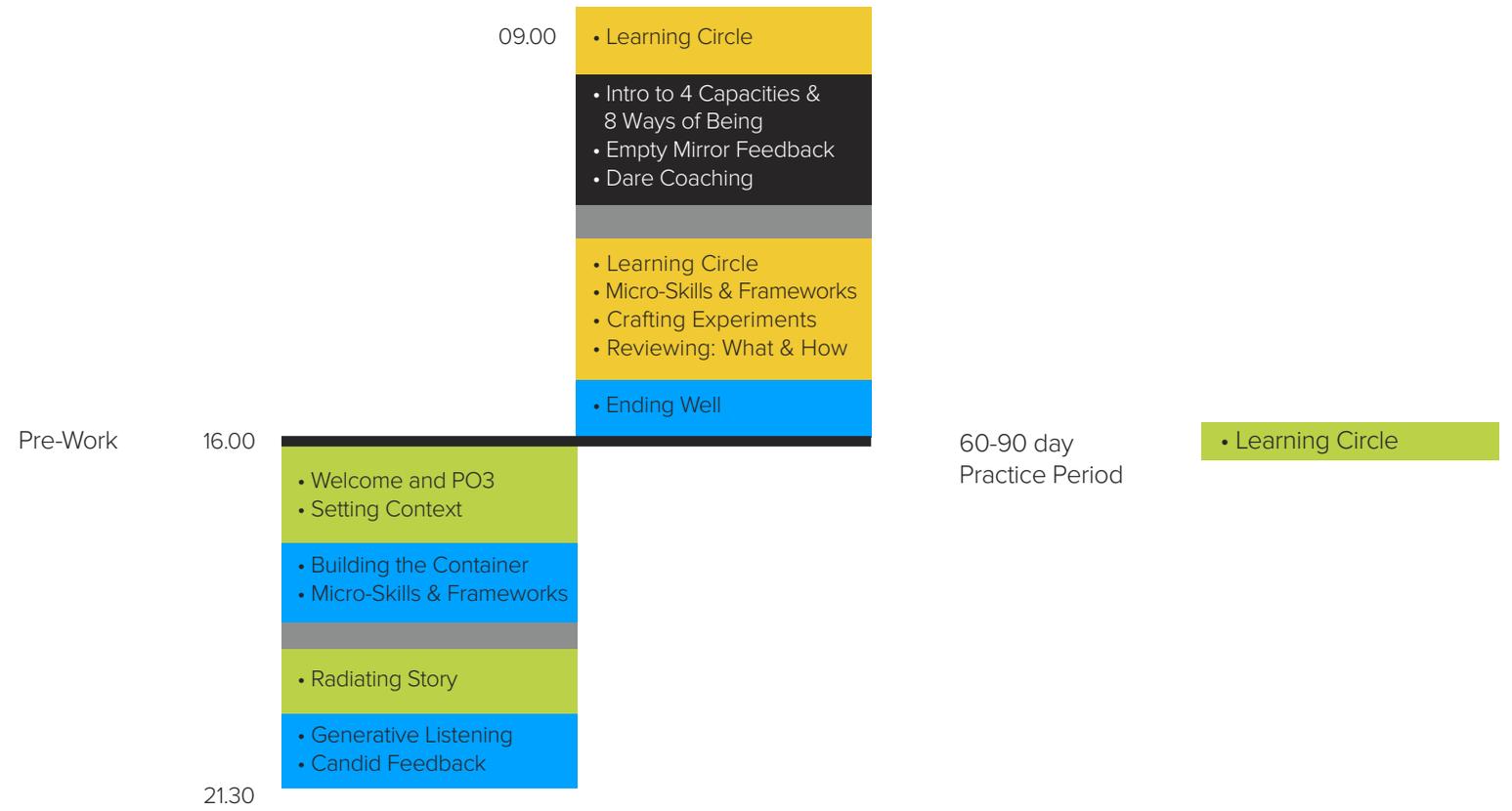
This is how we move meetings from high performance to peak performance.

# HOLDING SPACE

## A 24HR EXPERIENCE

The first program in the curriculum introduces leaders to the core concept and practice of 'holding space' – making it practical, actionable and scalable.

- Explore together what it means to create and hold spaces for breakthrough innovation and peak performance
- Experientially step into the four capacities and the eight ways of being for holding space
- Be introduced to a handful of simple micro-skills
- Reconnect to your own learning journey as a leader
- Receive feedback on your capacity to hold space
- Craft your own set of leadership experiments to practise over the next 90 days





## EMPTY MIRROR FEEDBACK TOOL

Empty Mirror is the sister product to our 24-hour Holding Space experience.

It is an innovative, online feedback tool designed to provide leaders with insight into their capacity to 'hold space' as opposed to 'take up space' in meetings.

It measures the simple things that even the most experienced leaders can forget to do, while also revealing a more subtle realm that most leaders don't even know exists.

- Gain insight into what you 'do' (the four capacities), and how you 'turn up' (the eight ways of being) in meetings
- Receive qualitative feedback
- Takes about 20 minutes to complete
- Runs as a self view with 180°, 270° or 360° feedback options
- Can be synced with your IT and HR systems
- Is available in multiple languages
- Is fully automated, so it can be administrated internally



**What you do really on during the con**

**Self**

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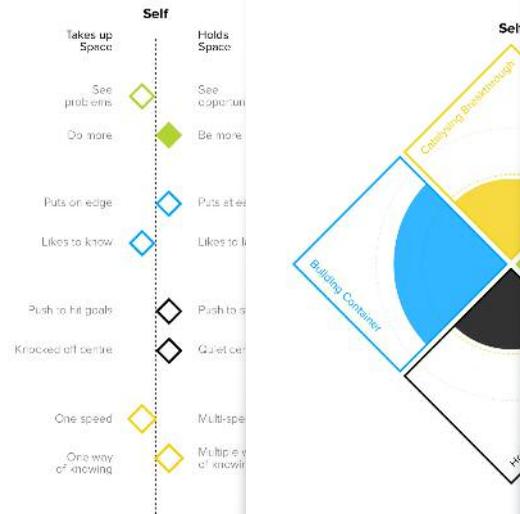
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**Reports**

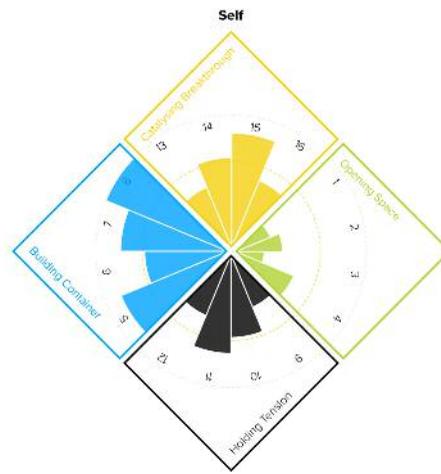
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**Holding Space – What I Do – Detailed Breakdown**



**Opening Space**

1. Embody a compelling story of an exciting future that we can build together
2. Inspire those around me to bring the best possible version of themselves to work
3. Creatively challenge norms and disrupt the status quo
4. Use questions to open our collective mindset

**Building Container**

5. Create safe spaces for people to have open, honest and challenging conversations
6. Deeply listen to and enquire into other people's views
7. Use feedback and discussion to deepen insight
8. Create teams that were greater than the sum of their parts

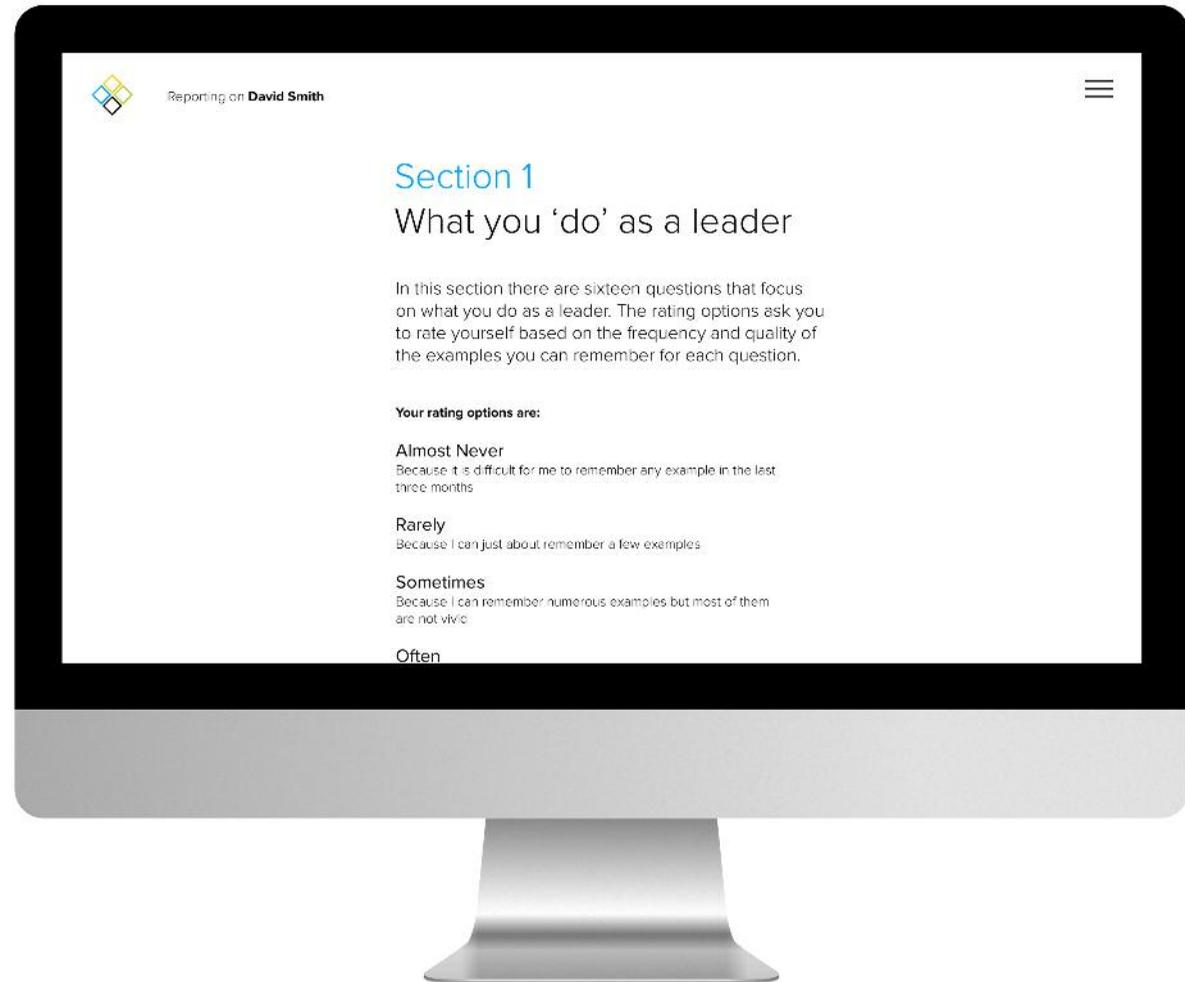
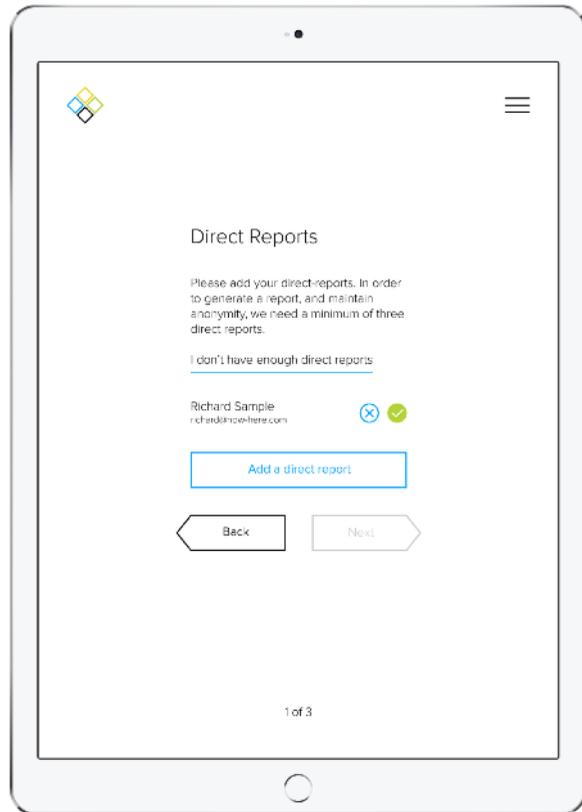
**Holding Tension**

9. Role model experimentation and encourage iterative learning
10. Set challenges that were beyond our current capabilities
11. Stay in the unknown long enough for a new way forward to emerge
12. Intentionally use creative tension and the power of emotion to unlock new movement

**Catalysing Breakthrough**

13. Use creative constraints to catalyse new thinking
14. See a new pattern of possibility that was previously unseen
15. Move into flow – where action and awareness merged – creating moments of breakthrough
16. Enable everyone to find their rightful place of contribution and action





nowhere



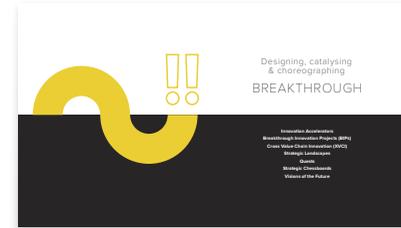
**The Hum**  
Celebrating 20 years of **nowhere**



**Our Core Practice**



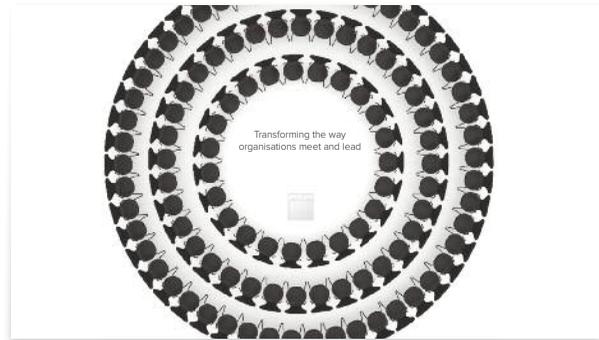
**Tuning Teams**



**Designing, Catalysing & Choreographing Breakthrough**



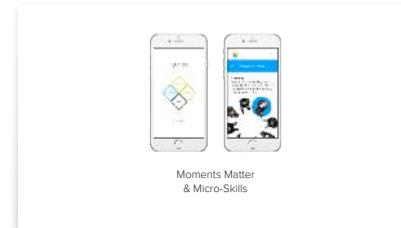
**Building Eco-Systems & Cultures of Innovation**



**Transforming the way organisations meet and lead**



**Holding Space & Empty Mirror**



**Moments Matter & Micro-Skills**



**Meeting Forms & Circles**



**Catalyst Training**



**nMaps**



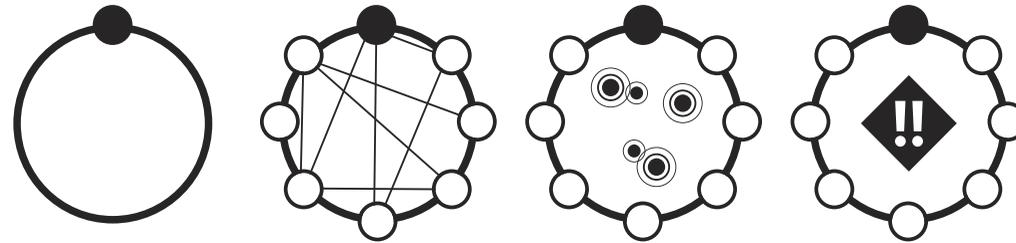
**Riding the Creative Rollercoaster**



**Evocative Leadership & Catalyst Skills**

# nowhere

Catalysing Breakthrough



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