



# nMaps

Becoming an Accredited Practitioner

nowhere

‘For the first time, **nowhere** is making available, to licensed third parties, some of its breakthrough practice and tools.’

# Why now?

The challenge of our time is to bring the 'new into the world' – as innovative products, services, processes, strategies and business models – in more efficient, effective and elegant ways. For, in a VUCA world, it is our capacity to create, to innovate and to repeatedly reinvent ourselves that enables us to stand up, stand out and grow.

In order to bring the new into the world, we first need to become more adept at bringing the 'new to mind' – and in a complex world this can't just be an individual endeavour, it must also be a collective one.

By definition a new thought must previously have been unknown. So, creating new patterns of collective thought requires us to step into the unknown together – as creativity is the dance between the known and the unknown. It is therefore our willingness to 'not know' that creates space for the new to emerge.

Stepping into the unknown, and lingering there without panicking, long enough for the new to emerge, requires us to marshal first our own energy, and then the energy of others around us. But when it comes to teams, most don't know how to do this.

Much research has been done on what makes a team highly productive, peak performing and creative. Is it the right mix of introverts and

extroverts, of followers and leaders, or of personality types? Or is it more about group norms, unwritten rules, conversational turn-taking, social sensitivities?

Latest research would posit that the key to creative teams and productive meetings is psychological safety ie. it is safe to speak up, voice differences of opinion, think out loud, take risks, disclose, fail fast etc.

Psychological safety, and the trust that it enables, is from our experience, one of the four allied states of mind that help teams work at their creative edge and make the unmade future.

The other states of mind are: communally loving the problem; the capacity to wander with wonder into the unknown together; and the ability to see and work with pattern so you can move like a flock of birds.

The beauty is that when you move into these states of consciousness together, creative teams begin to manifest like flames.

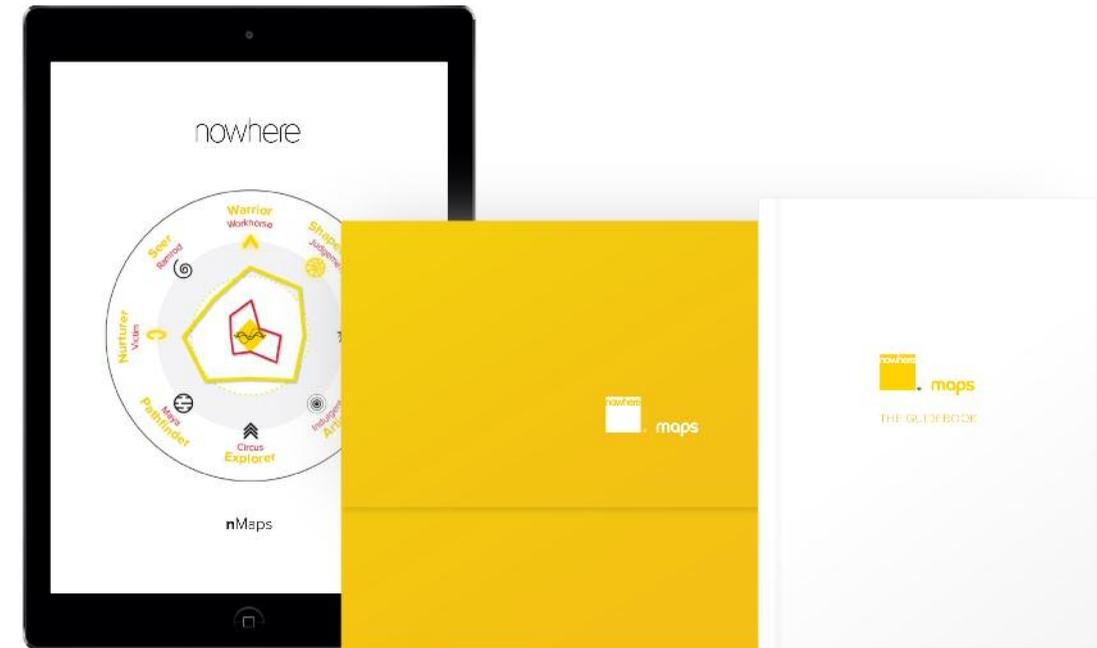
And, when their subtle skills are honed, creative teams are able to turn the exponential number of relationships, intersections and spaces that exist within and between them into the fuel for peak performance and breakthrough innovation.

Excerpt from 'Why teams are often less than the sum of their parts'  
– part of the Hidden Series of **nowhere** articles.

‘Magic happens when teams learn to be greater than the sum of their parts, for this is when they surprise themselves with what they can achieve together.’

# nMaps Training

- An opportunity to learn a powerful framework and practice for unleashing the creative and productive potential of teams, leaders and cultures.
- A 2x2 day training program for selected consultants, coaches and OD professionals to become accredited in the use of nMaps so they can add it to their ongoing leadership and team development practices.



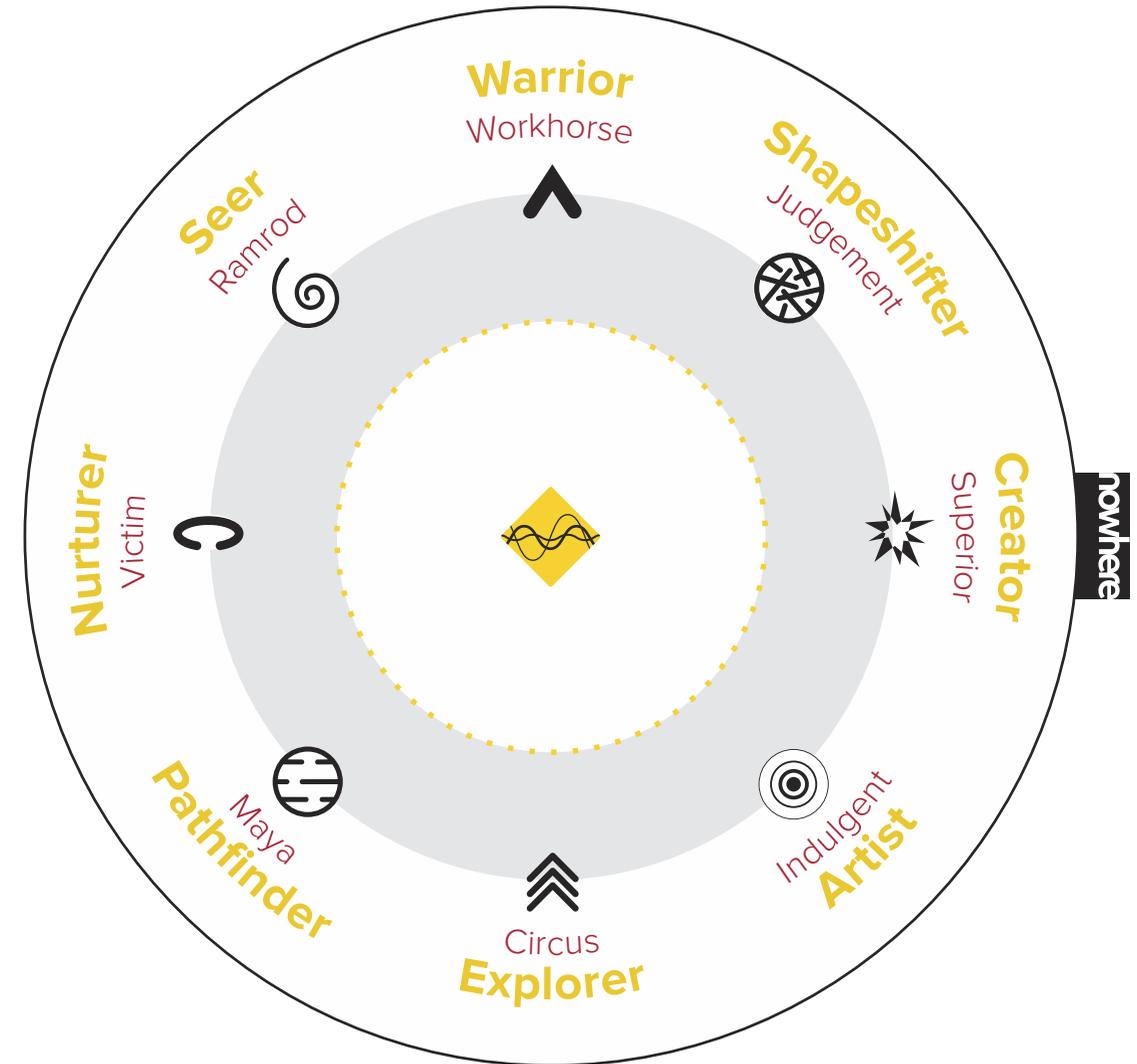
# nMaps

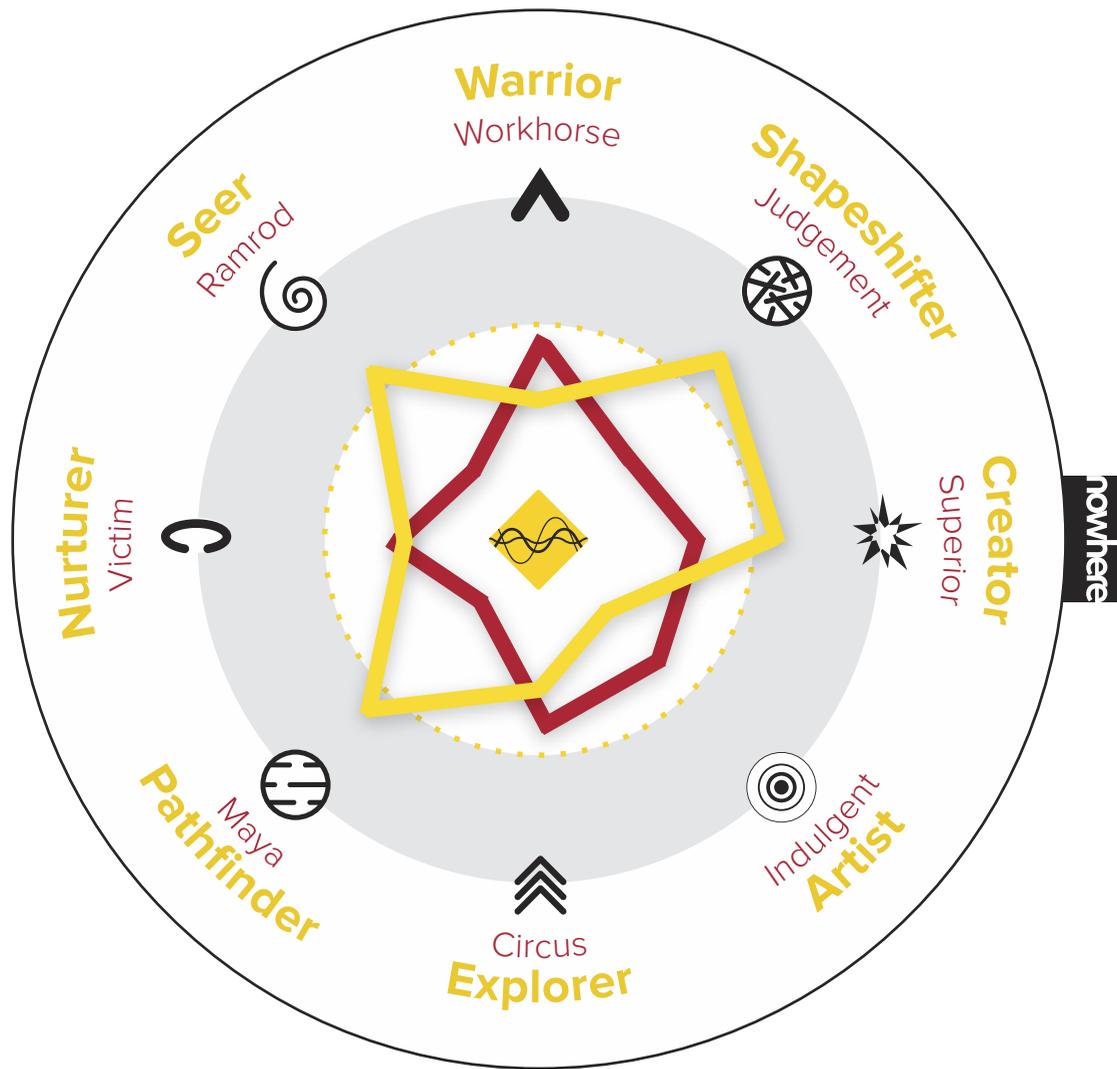
Becoming greater than the sum of your parts

Business leaders rightly make huge efforts to bring ‘talent’ into their organisations, but all too often the value and impact of this effort is undermined, as teams of highly talented individuals somehow become ‘less than the sum of the parts’.

nMaps is a unique, cutting-edge framework that reveals the hidden code for how teams and leaders become greater than the sum of their parts.

Used with an ongoing, iterative practice of ‘experimentation and reflection’, nMaps transforms our capability to tap into a wider collective intelligence, catalyse breakthrough and flow, and generate peak performance.





# A unique framework

nMaps consists of a framework, an on-line tool, and an iterative practice of insight and experimentation.

The **framework** helps us see and work with the often unconscious patterns of thought and action that either take us into, or out of, co-creative relationship with each other and with the wider world.

The **tool** gathers feedback from our colleagues on our individual or team habits and patterns, generating insights into how we get in our own way, and how we can become more creative and productive.

The **practice** helps us to work with our insights to design experiments that shift the way we think, relate, learn and organise.

Together they enable us, as teams and leaders, to grow our capacity to unlock the 'space between us'; while transforming our ability to access peak-performing states and qualities of individual and collective consciousness.

# An opportunity to amplify your practice

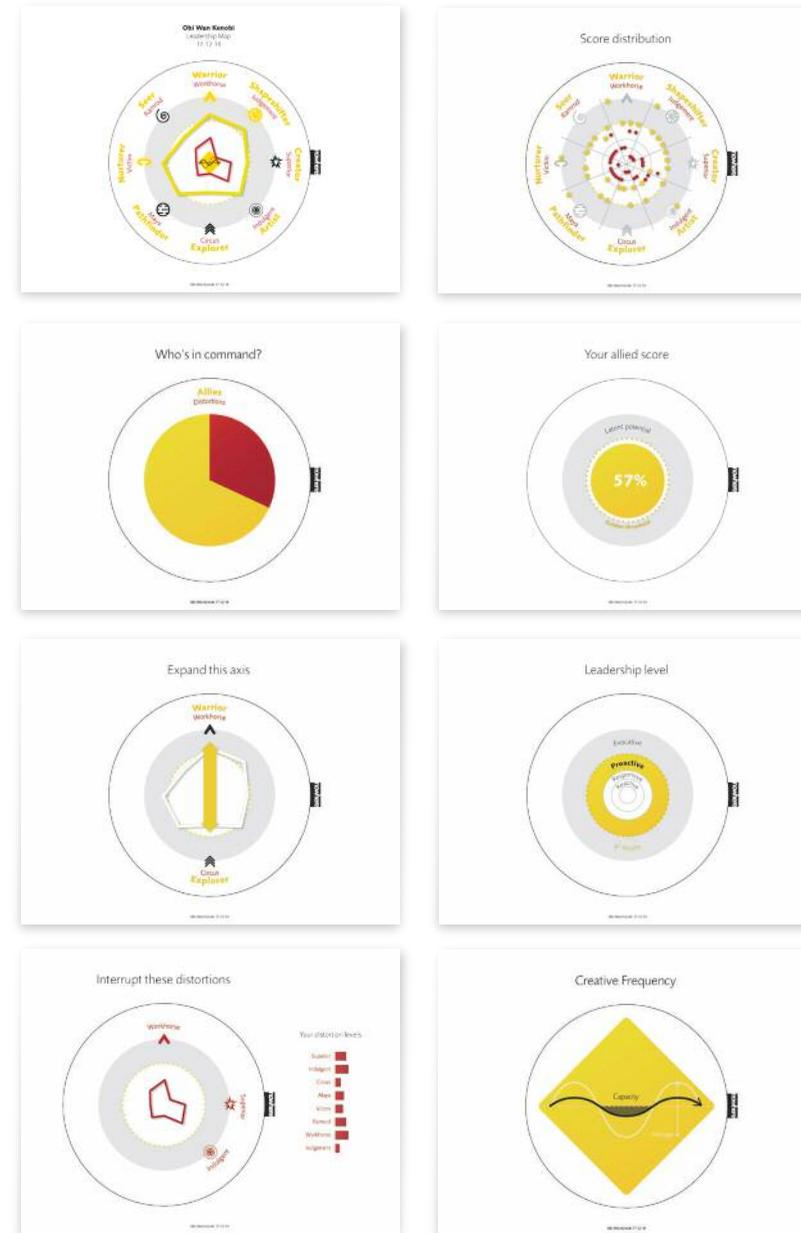
Having used **nMaps** extensively with clients for over two decades, we are excited to make it available to selected coaches, consultants, and internal OD specialists and change agents.

The program is suitable for those who:

- regularly work with senior teams on complex and challenging assignments
- have a background in strategy, change, leadership coaching, team and culture development
- want to expand their own capability, practice and business

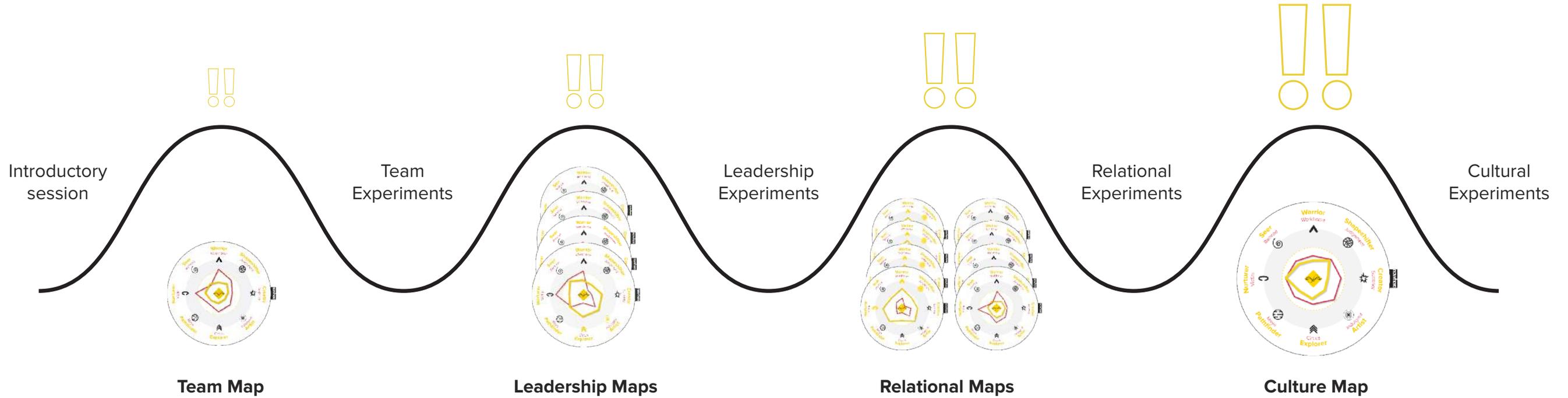
This is much more than a tool – it is a mindset, and a set of subtle skills and energetic ways of being. It is a doorway into a wider practice of breakthrough.

We therefore invite you to amplify your own practice, by blending it together with **nMaps** to make very distinctive and value adding propositions.

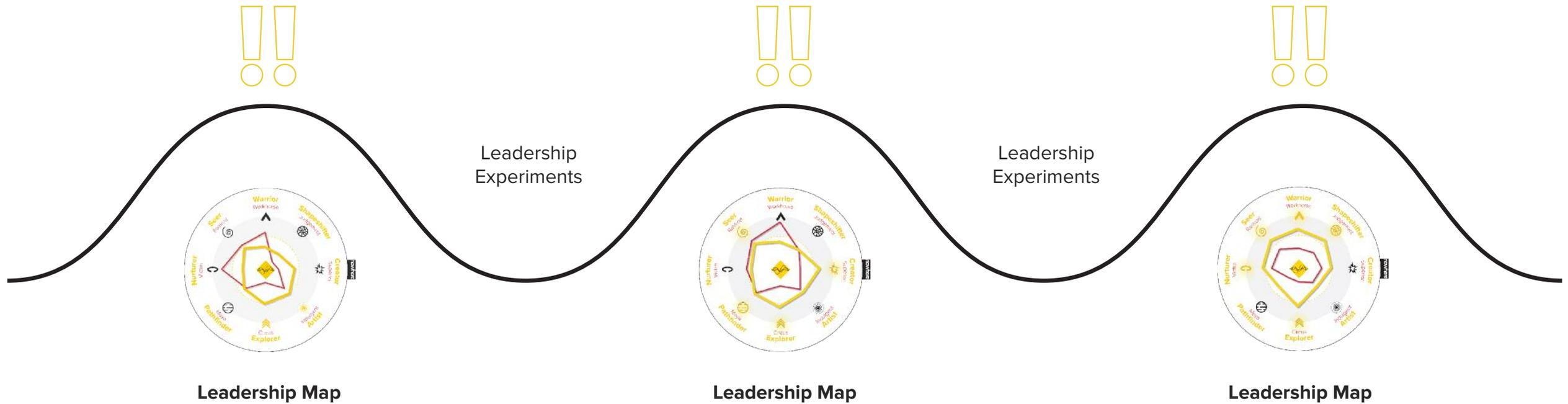


Dashboard Reports

# Team journeys



# Leadership coaching journey





# The accreditation program

Across two modules we teach you to understand and embody the framework, and how to use the different maps to provide insight and shape experiments for both teams and leaders.

The program is highly experiential, with assessed practice between modules:

- Giving you a clear understanding of the subtleties of the core wheel
- Enabling you to embody the wheel so you can work authentically with others
- Teaching you to set context for, interpret and explain a map, and then how to work with leaders and teams to shape experiments that help them shift their patterns
- Ensuring you can use the tool effectively, safely and to high standards
- Providing more information on the team and coaching journey archetypes
- Supporting you in using **nMaps** to open-up more work with leaders and teams

Accreditation goes far beyond simply 'knowing' the tool. Becoming an **nMaps** practitioner requires you to embody the energies, so you in turn can see and recognise these energies in others. We therefore work with you to help you move through a number of specified learning gateways.

**Module 1**

**Module 2**

Completing leadership map

The framework

Interpreting maps

Conducting l'ship nMaps

Debriefing learning

Insights & patterns

Follow up support

Pre-reads

The tool

Receiving your own maps

Personal practice

Claiming the framework

Dilemmas

Peer coaching

The accreditation process

Leadership experiments

Working with team maps

Team experiments

Embodying the energies

Journeys + business benefits

Receiving own team map

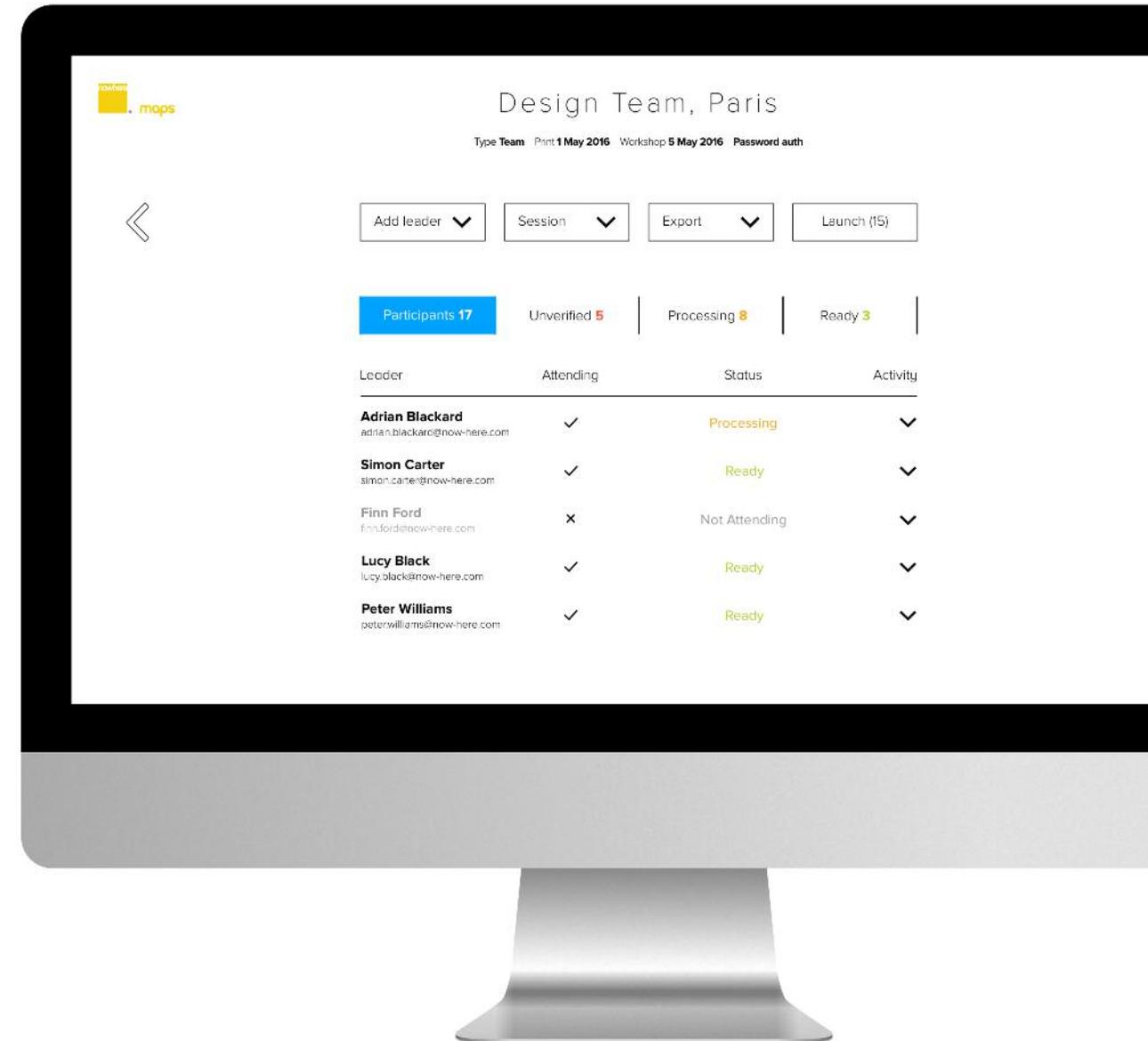
Holding team journeys

# Being an accredited practitioner

Once accredited you will have full access to the **nMaps** framework, tool and practice to use in your work. You also become a member of our extended community.

This includes access to our digital system so you can set up, administer and print **nMaps**. You can then purchase paper, folders and guidebooks in bulk ahead of any workshops or coaching sessions, so you are self-sufficient.

As part of our growing 'practitioner' community, you will also be able to access support, share learning and be part of shaping future developments.





# Commercials

The following outlines the basics:

Global Retail Price per map:  
**GBP 200** (incl. materials at GBP 10)

You will be able to purchase

- maps at **20% discount** (GBP 152)
- materials at cost (GBP 10 per respondent, bought in packs of 25)

Annual licence fee: **GBP 500**

– includes five FREE maps in first year.

These arrangements are all subject to a formal Accredited Practitioner Agreement which covers all aspects of the legal and financial details.

# Our next training

## Dates

Module 1: November 26-28, 2018

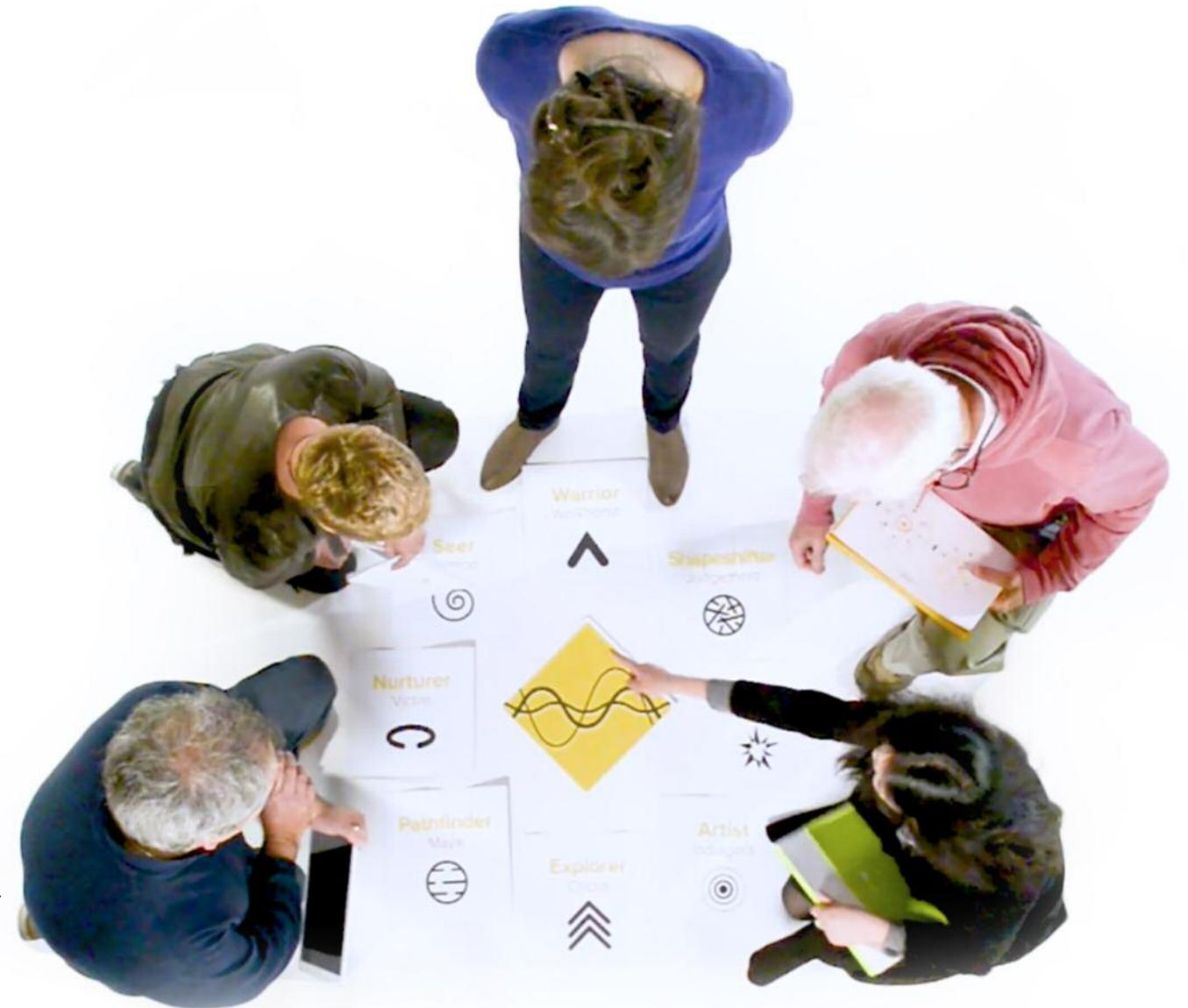
Module 2: February 18-20, 2019

Location: near Vienna, Austria

Cost\*: GBP 2500

\* This includes first year licence fee

Please contact Michael – [michael.paula@now-here.com](mailto:michael.paula@now-here.com) – for further details .





nowhere

Since the nineties, **nowhere** has been working behind the scenes, and at the highest levels, with multi-national companies all over the world, tuning the creative frequency at which their cultures operate.

The '**nowhere practice**' was born from a unique blend of insight traditions, creative and organisational disciplines and doctoral research. It has over twenty years of development and refinement alongside some of the world's biggest brands and inspiring leaders.

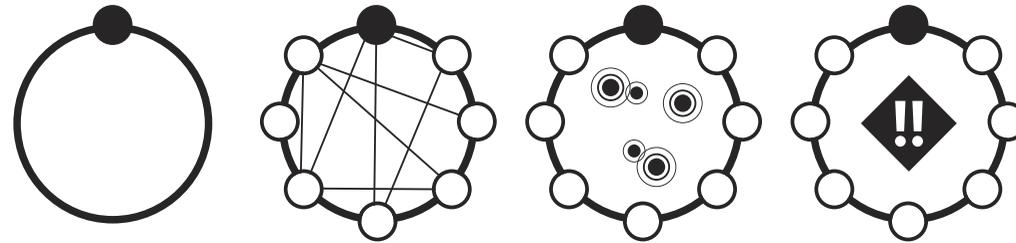
This '**practice**' enables us to work in creative partnership with our clients and partners to design, catalyse and choreograph

**breakthrough:**

- **teams & projects**
- **strategies & innovations**
- **leadership & culture**
- **meetings & conferences**
- **quests & journeys**

# nowhere

4th Realm Product



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