

OUR TRANSFORMATIONAL FRAMEWORK

The Vision

Beyond Transactional is our way of enabling organisations move from “getting things done” to “empowering people to thrive”. It is a connected set of approaches that help individuals, teams and whole organisations understand themselves more deeply, work more intentionally, and build cultures where people feel seen, supported and able to flourish.

OUR TRANSFORMATIONAL FRAMEWORK

The Foundation: Understanding the Human Element

Real change starts with people; how they think, feel, behave and connect. Our framework brings together approaches that help organisations understand the human experience from different angles, personality, emotion, resilience and sustainable growth.

1. **Lumina Spark**, from Lumina Learning, gives people a language for understanding themselves and each other. Instead of putting people in boxes, it reveals the richness of their personality strengths, preferences, and the patterns that show up under pressure. It helps teams appreciate difference, reduce potential friction, and communicate with more ease and empathy.
2. **The Emotional Culture Deck (ECD)**, from Riders and Elephants, gets people talking about what often goes unsaid: how they feel at work, what helps them thrive, and what gets in the way. It opens conversations that build trust quickly, helping teams create cultures where emotions are acknowledged rather than avoided.

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3. **BREAKING™ and STRETCH™**

Developed by Collaborate, BREAKING™ and STRETCH™ represent something different. They were born from real experience with work-related stress and the genuine need for sustainable balance in how we work and grow.

BREAKING™: The Framework for Authentic Reset

BREAKING addresses eight fundamental dimensions of human experience. It provides individuals, teams and organisations with the space to explore what transformation means specifically for them, whether it's breaking away from familiar patterns, breaking out of accepted constraints, or redefining what success and contentment means for them.

STRETCH™: The Framework for Sustainable Growth

STRETCH complements BREAKING by focusing on seven key habits that support development while preventing overextension. Like a flexible guide, it adapts to meet unique needs, whether refining habits that propel growth or setting protective boundaries for wellbeing. It helps people grow without burning out.

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Our Methodology

We know meaningful change needs multiple touchpoints and sustained engagement. Here is how it works across different levels:

1. **Individual Transformation:** We use Lumina Spark, to understand personality, layer the Emotional Culture Deck to explore emotional landscapes, then apply BREAKING principles to identify areas requiring reset and STRETCH habits to build sustainable growth patterns. It is a journey of self-understanding that leads to real, lasting change.
2. **Team Dynamics:** Teams experience collective awareness raising through Lumina Spark, engage in emotional culture conversations through the ECD, establish team reset through BREAKING, and develop shared practices through STRETCH. The result? Teams that genuinely understand and support each other.
3. **Organisational Culture:** At the bigger picture level, we help organisations understand their collective personality through combined Lumina data, map their emotional culture through systematic ECD deployment, identify organisational patterns requiring BREAKING attention, and implement STRETCH practices at scale. This creates cultures where people don't just work, they thrive.

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The Impact

With our integrated approach, we create lasting change, connected teams and truly inspiring organisations. Our passionate, imaginative, and inquisitive style enables us to understand each organisation's unique requirements and develop the bigger picture into workable solutions. The synergy between our approaches creates something bigger than the sum of its parts.

Lumina Spark provides the individual and team awareness foundation. The Emotional Culture Deck creates the language for authentic connection. BREAKING offers the structure for meaningful reset and realignment whilst STRETCH provides the sustainable practices for ongoing growth.

Together, these elements form a comprehensive transformation framework that addresses not just what needs to change, but how to make that change sustainable, authentic, and ultimately transformational.

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Our Commitment

We are your **Transformation Partner**, providing bespoke solutions at each phase of your organisation's lifecycle. We know that transformation is not a destination but an ongoing journey of growth, connection, and authentic leadership.

Our integrated approach doesn't just promise change, it provides the practical tools, emotional intelligence, and sustainable practices needed to create organisations where people don't just work, but thrive, connect, and contribute their fullest potential.