

Lunch & Learns

Thought Design offers virtual or onsite sessions that help teams reset and grow stronger in the face of tension, change, or drama.

Here are our most requested options from leadership and HR teams right now.

When Grown-Ups Need to Grow Up

When stress rises, some people regress. This session gives your leaders the tools to shift teams from blame and avoidance to ownership and growth. If you're stuck in reactive cycles, this is your way out.

What It Solves: Constant reactivity, emotional immaturity, spiraling team drama

Who's It For: Managers, HR, Executives



Buzzing, Bracing, and Burnt Out

If your team is short on bandwidth, long on stress, and caught in the chaos of constant change, this reset helps them find solid ground and move forward with more calm and clarity.

What It Solves: Burnout, reactivity, complexity fatigue

Who's It For: Whole teams or cross-functional groups



Pick a Side! Just Kidding. Don't.

Help teams stuck in endless fighting over 'either/or' and learn how to work with the 'both/and' tensions built into every system - performance and people, stability and change, care and accountability.

What It Solves: Gridlock from competing values or beliefs



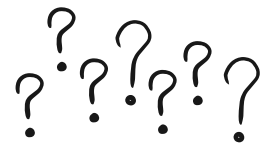
Who's It For: Team leads, departments in tension

Everything Feels Uncertain. Now What?

If your team is spinning in ambiguity, clinging to control, or resisting change, this session gives them the tools to steady themselves and lead forward anyway.

What It Solves: Poor responses to ambiguity or change

Who's It For: Teams and leaders navigating big shifts

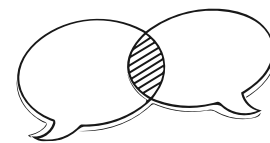


Hard Conversations Made Easier.

This session helps your team show up braver and clearer in high-stakes conversations, especially when things are personal, political, or emotionally loaded. Build the courage, language, and structure to talk about what matters.

What It Solves: Avoidance, tiptoeing, unspoken issues

Who's It For: Everyone - from entry to exec



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