FLAGSHIP ORGANIZATIONAL TRAINING

Recognizing Patterns Before They Become Organizational Problems

A practical learning experience for leaders and teams who want to notice what keeps repeating, understand what may be sustaining it, and choose a more intentional response before the pattern becomes embedded.

Designed for	Available formats
Executive teams, managers, cross functional teams, change leaders, and leadership cohorts	Keynote, focused workshop, half day, full day, multi session series, or customized engagement

> “Awareness reveals the pattern. Methodology changes the trajectory.”

Beyond The Pattern
Strengthening Leaders. Strengthening Systems. Expanding What Is Possible.

Dr. Elkins
Executive Organizational Development Consultant and Practice Director

THE EXPERIENCE

Why organizational patterns deserve attention

The visible problem is not always the operating pattern. A missed deadline may be connected to unclear authority. Repeated conflict may reflect inconsistent expectations. Resistance to change may point to limited participation, competing priorities, or a lack of trust in how decisions are made.

This experience helps participants move beyond isolated events and examine the relationships, interpretations, routines, incentives, and operating conditions that may be producing the same result.

Learning outcomes

RECOGNIZE	EXAMINE	RESPOND
Distinguish an isolated event from a recurring pattern and identify where it appears in decisions, communication, responsibilities, or workflow.	Explore contributing conditions without rushing to blame, oversimplifying the issue, or assuming the first explanation is complete.	Select a practical intervention, clarify ownership, and identify evidence that will show whether the pattern is changing.

The BTP approach

We begin with understanding, not assumptions. The purpose is not to label people, assign blame, or turn every difficulty into a diagnosis. Participants learn to examine what is operating, distinguish evidence from interpretation, identify what can be influenced, and create a practical path forward.

Transfer matters. Training is strongest when participants can connect the method to real responsibilities and return to their work with a way to observe whether a new response is taking hold.

ENGAGEMENT OPTIONS

Choose the depth that fits the need

Format	Best fit	Experience
Keynote introduction	Conferences, leadership meetings, broad audiences	A focused introduction to patterns, assumptions, and intentional organizational response.
Focused workshop 90 minutes to 2 hours	Leadership teams, managers, learning cohorts	Guided reflection, relevant examples, and a practical pattern examination exercise.
Half day or full day training	Teams needing deeper shared practice	Structured discussion, scenarios, application, practice, and action planning around a defined context.
Multi session learning series	Cohorts applying learning over time	Participants apply the method, return with evidence, refine their response, and strengthen transfer.
Customized organizational engagement	A defined organizational priority	Training connected to assessment, leadership alignment, change implementation, or advisory.

Engagement scope and pricing

Fees are customized according to format, audience size, preparation, adaptation, materials, location, and follow through. BTP confirms the scope, responsibilities, schedule, and fee in writing before the engagement begins.

When the need extends beyond training

The experience can connect to an Organizational Effectiveness Assessment, Executive and Leadership Team Alignment, Change Implementation and Adoption, Facilitator Development, or Individual Executive Advisory. Each pathway remains separately scoped so clients can continue only where the need and value are clear.

PREPARING FOR A CONVERSATION

Begin with the pattern you are noticing

You do not need to diagnose the situation or select a format before reaching out. A useful introductory conversation begins with context.

01 What result, behavior, or concern continues to repeat?

02 Who experiences the pattern or has responsibility for influencing it?

03 Where does it appear most clearly: decisions, communication, roles, workflow, change, or relationships?

04 What has already been tried, and what happened afterward?

05 What would meaningful progress look like after the experience?

06 Are there dates, transitions, audience considerations, or confidentiality boundaries that should shape the scope?

Responsible scope

This experience supports organizational learning, leadership development, reflection, and practical application. It is not a clinical service, employment investigation, legal review, forensic assessment, or substitute for specialized professional care. Participants should use appropriate, nonidentifying examples.

Begin an inquiry beyondthepatternhq.com/contact.html hello@beyondthepatternhq.com 614 470 4218	Availability Remote engagements Columbus area engagements Travel considered by scope

Beyond The Pattern begins with the mind, honors the whole person, and expands into the systems people create.