



Juggling growth

In close partnership with universities and colleges, we spent years researching what truly works when it comes to developing life skills. The result is a learning design built on four core elements: a combination that proved most motivating and delivered the most sustainable results.

Together, they mirror the way young children learn best: naturally, actively, and with full engagement.

Personal relevance. People learn faster and deeper when it matters to them. When something feels important, necessary, or challenging, motivation follows. Learning becomes personal and therefore powerful.

Experiential learning. You don't just think about change, you practice it. By taking action, you immediately see the impact of what you do.
Action creates insight. Insight drives growth.

Micro-steps. Growth doesn't happen all at once. One challenge at a time. One reflection at a time. Small, focused practices outperform information overload every time. Spaced over time, these micro-steps become part of daily life.

Shared learning. Growth accelerates in connection. Sharing experiences and feedback in small groups deepens insight, strengthens commitment, and builds momentum.

Because the Circles of Understanding weave these challenges playfully into everyday life, we call it Juggling Growth: learning to keep what matters in motion.



The Art of Living

The art of living isn't a theory to memorize. It isn't a talent you're born with. It's a set of skills that give you direction, stability, and flexibility. Four of them form the core of Circles of Understanding.

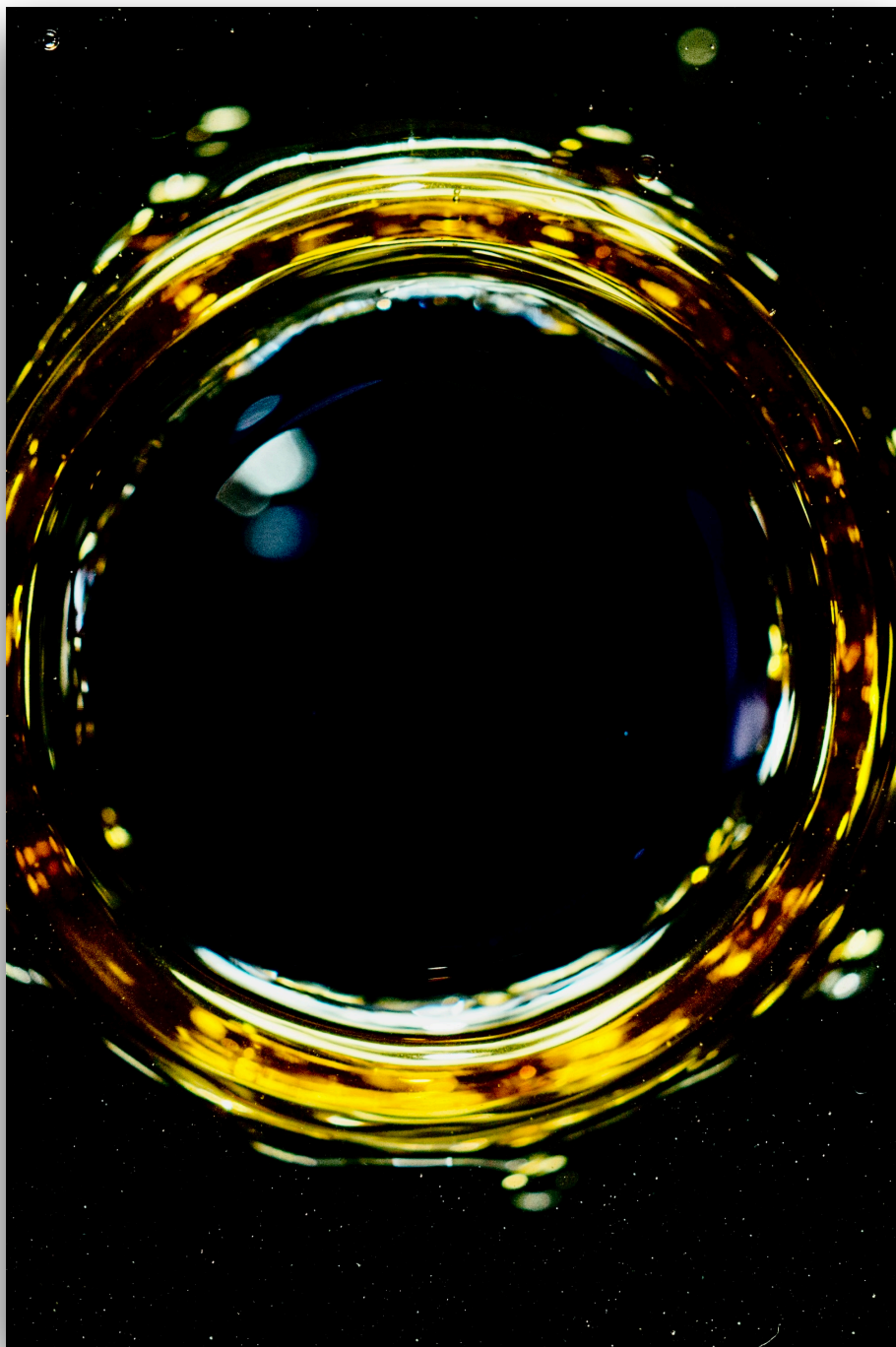
The art of living takes courage. The courage to begin. To try. To fail and begin again. To stand up and speak. To choose and to question. To trust and to let go. To stand alone and to move forward together.

The art of living requires agility. The agility to truly listen and genuinely seek to understand. To stay curious and adapt. To think differently and see differently. To release old patterns and try new actions. To learn playfully and to stay playful while learning.

The art of living calls for compassion. To look at yourself and others with care. To give and take space. To practice patience. To comfort and to encourage. To bring light and warmth where it's needed.

The art of living demands commitment. To show up. To take responsibility. To stay when things get hard and to persist when they feel uncomfortable. To keep going when you succeed. To remain devoted, with intention and care.

Within Circles of Understanding, these four themes are woven into countless variations, combined with practical competencies such as communication, collaboration, critical thinking, self-regulation, cultural awareness, global citizenship, creativity, and more. Always tailored. From start to finish.



How It Works

An app on your phone and desktop

A private online lounge

A group of six Circle peers

A series of challenges , one every four days

You complete each challenge when it works for you

You don't add it to your life. You replace something with it

You share your experiences in the lounge

You learn from and with each other, as both follower and influencer

You practice real skills and gain real insight

Together, playfully and intentionally, you build a culture of growth





Well-being, learned together

Well-being grows when you understand yourself, feel understood, and feel at home with yourself and with others. You cultivate it by developing courage, agility, compassion, and commitment. In short: by practicing the art of living. That is exactly what happens in Circles of Understanding.

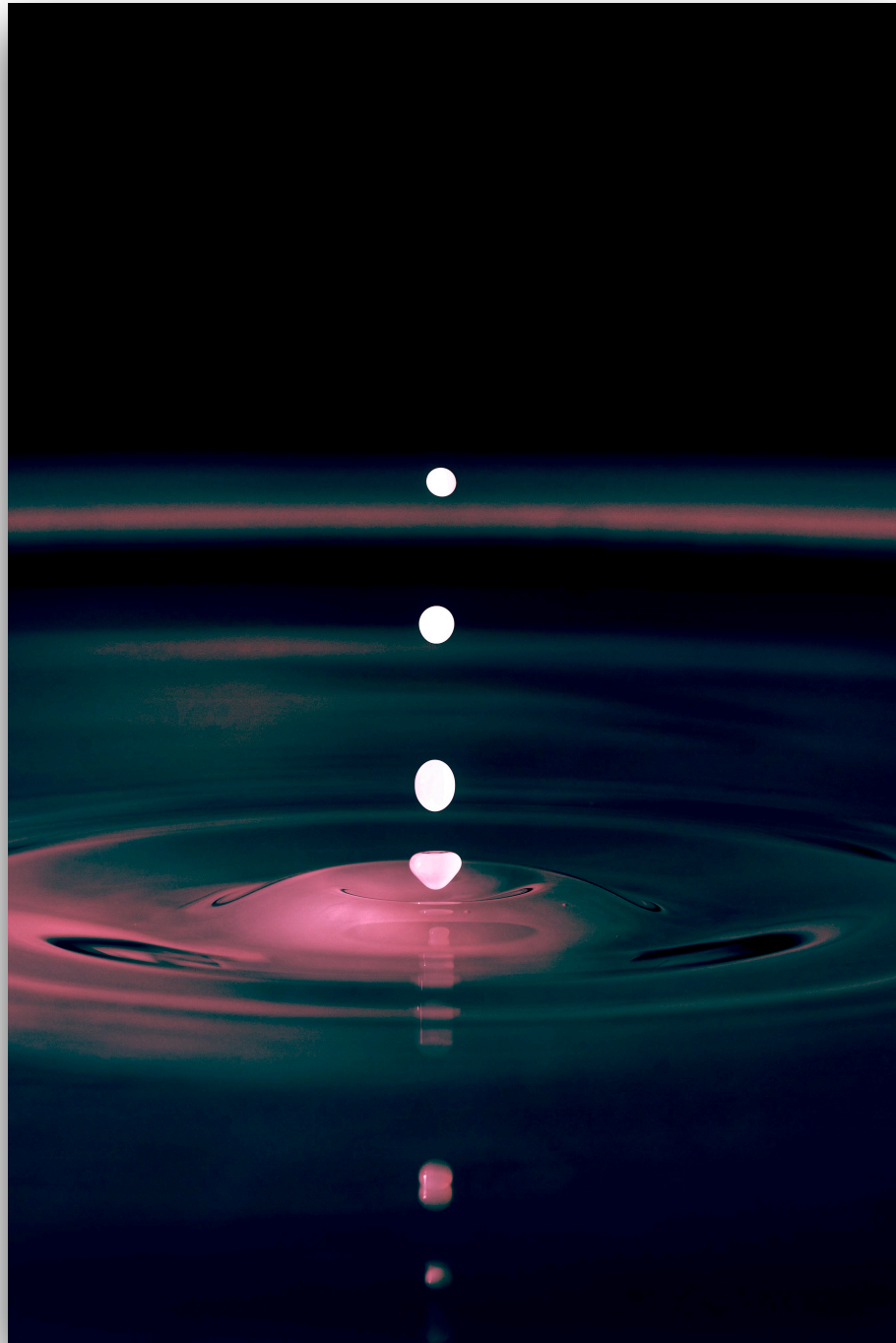
Through practical, real-life challenges, you learn by doing. Each step brings insight. Each experience builds skill. Sharing what you discover with your Circle peers in a small, private online space makes the learning even richer. Together we grow faster and further.

This is not a quick fix you forget next month. It is a journey in small steps, full of discoveries that stick because they connect to your life. You do not just gain knowledge, you gain the tools and confidence to navigate it.

In Circles of Understanding, you learn the way we learned naturally as children: driven by curiosity, hands-on, step by step, and alongside others. Because each challenge becomes part of your everyday life, we call it Juggling Growth.

Independence. Connection. And the skills to move with ease between the two. You will find them here in the Circles.





Change is a team effort

Change brings uncertainty. People react in different ways, and those differences can create needs and desires that sometimes feel almost opposite. Tension can rise, misunderstandings appear, and frustration takes hold. That rarely helps anyone.

The key is understanding, empathy, and paying attention to real needs. That is where reciprocity starts: I listen because I feel heard. I move along because someone has moved with me.

Circles of Understanding make this process tangible. Small, playful challenges invite action, reflection, and dialogue. Step by step, at your own pace. You do not just add something to your day. You do things differently, in a way that matters.

Through these experiences, you naturally deepen your understanding of yourself and others. You expand your perspective. You make discoveries that strengthen courage, agility, compassion, and commitment throughout the change process. And because you share your insights with your Circle peers, change becomes a real team effort where every voice is seen and valued.





Connecting in motion

Few things connect us more than the stories we share. Often, the most personal stories turn out to be the most universal. And in that space, differences are welcomed with warmth. These principles shaped Circles of Understanding, a development platform for being fully human and practicing the art of living.

Each Circle brings together six participants who share experiences in a private online lounge. These experiences come from practical challenges focused on courage, agility, compassion, and commitment. Small exercises that often lead to profound insights. Eye-opening, boundary-stretching, heartwarming.

The challenges are delivered in micro-steps, every four days, helping insights and skills to truly stick. Circles last 60 to 100 days, creating strong connections among participants and fostering a shared culture of growth.

We call this approach Juggling Growth. On one hand, because the challenges can be playfully integrated into everyday life, work, or study.

On the other hand, because it mirrors how young people naturally learn: through curiosity, hands-on experiences, small steps, and shared learning with others.





Reinforcing and embedding

A crash course may be called that because the material often evaporates almost as quickly as it is delivered. Frustrating for everyone involved, and a waste of time and resources.

Circles of Understanding were created to address exactly this: the need to give knowledge, insights, and skills a chance to truly take hold.

The didactic power of Circles rests on four pillars: personal relevance, learning by doing, micro-steps, and shared learning. Pedagogically, they create a space where courage, agility, compassion, and commitment can grow.

Any organization involved in teaching, training, or coaching that wants knowledge and skills to stick will find Circles an incredibly effective tool.

Circles can be tailored to build on previously offered material, with repetition and deepening to ensure true embedding.

Circles do more than improve learning outcomes. They also create direct value for the provider. Participants remain engaged throughout the Circle, keeping the offering top-of-mind and increasing long-term impact.





Safety starts with dialogue

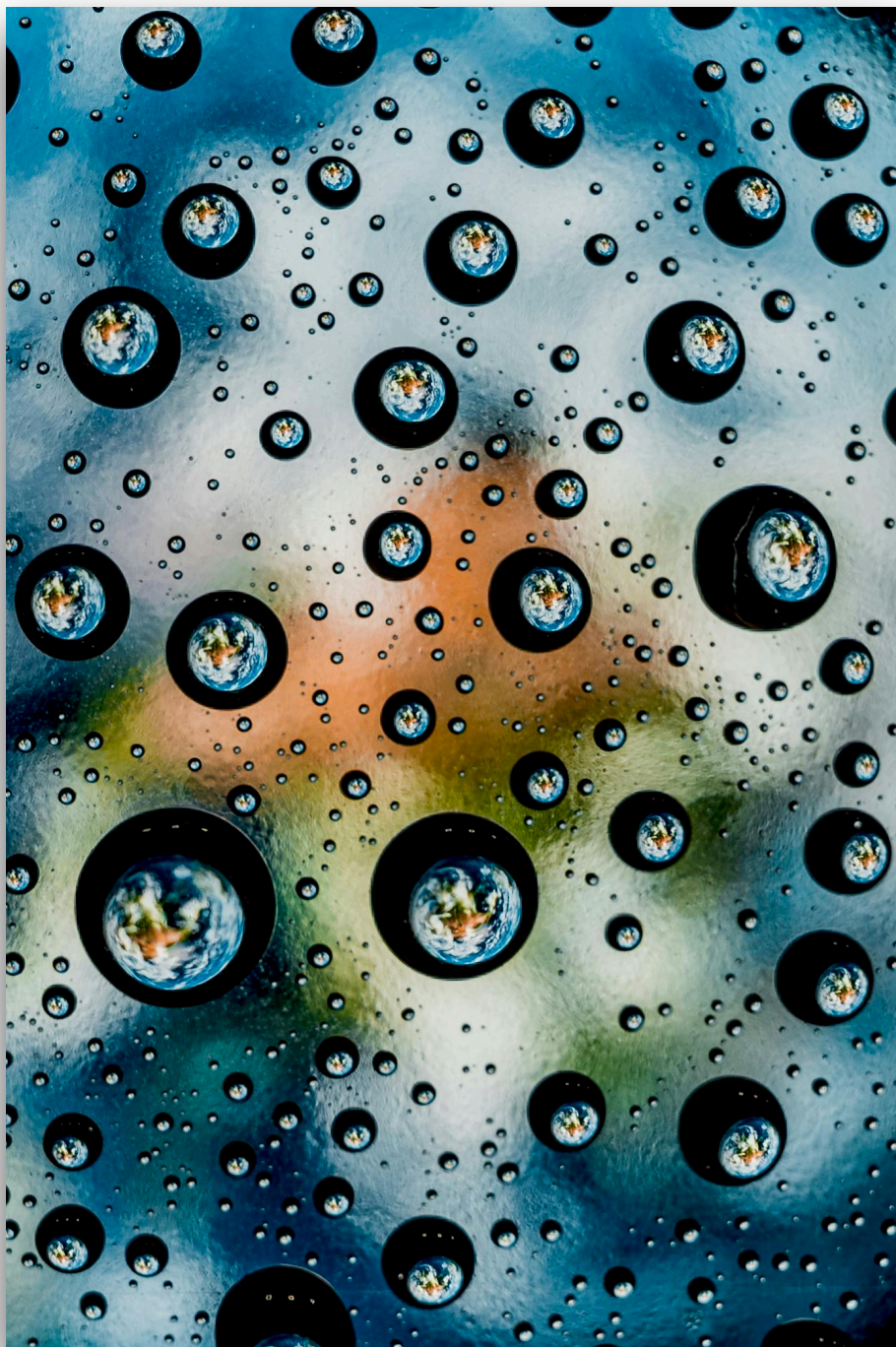
A socially safe workplace is essential for employee well-being, loyalty, and performance. Social safety is not created by a policy memo, a crash course, or a poster with rules. It is not about promises, but about lived experience.

Circles of Understanding provide a structured space to practice relational responsibility. Step by step, over an extended period, teams build a culture of safety. Circles invite concrete practice in speaking, listening, and setting boundaries. You share your experiences in your own private online Circle, moderated by an independent, trusted observer. When all employees participate, the small Circles together form one larger movement — a synchronous step toward a safer social climate.

In a Circle of Understanding, you develop the courage to speak up, the compassion to listen and learn, the agility to work with differences, and the commitment to actively contribute to safe workplace relationships.

It is not extra work. You complete the challenges as part of your day. And you quickly notice how much time and energy you save when relationships relax and friction gives way to interest and connection.





Developing global minds & hearts

Working in an international, multicultural environment brings its own challenges in communication, collaboration, beliefs and customs. Wherever we come from, however we were raised, people share just as many similarities as differences. And what we have in common connects what sets us apart.

Circles of Understanding are designed to help cultural awareness and global citizenship flourish within international organizations.

Both the method and the content focus entirely on strengthening motivation and participation. Personal relevance, learning through experience with practical challenges, shared reflection, and micro-learning spread over a longer period create a powerful learning journey with deeply lasting results.

In a Circle of Understanding you develop the courage to truly connect, the compassion to appreciate differences, the flexibility to move with changing perspectives, and the commitment to build and sustain global citizenship together.

Taking part in a Circle — whether in your own country or with colleagues elsewhere in the world — is not “extra work.” The challenges unfold naturally as you go about your daily activities. And along the way you may notice how much time is saved when





Steady growth in attitude & behaviour

Sustainable change in attitude, behaviour and human interaction rarely comes from an inspiring lecture, an intensive training, or a poster campaign. It grows from doing, from experiencing the value of new approaches, and from reflecting together. These are exactly the building blocks of Circles of Understanding.

Over a period of 60 to 100 days, participants are invited every four days to take on a small challenge exploring communication, collaboration, navigating challenges, deepening mutual understanding, and learning from diversity.

Participants share their experiences in the Circles app on phone or desktop, in a strictly private online lounge with five others who are exploring the same challenges in their own ways. In this way, participants inspire and motivate one another through fresh and sometimes surprising perspectives.

Taking part in a Circle does not add extra work to your day. You simply approach the things you were already doing a little differently. Along the way, this often saves time, reduces friction, and improves the results of your efforts. And by the end of the Circle, attitude, behaviour and interaction have quietly evolved into new, positive patterns.





Bringing vision and mission to life

We are more conscious than ever of the character and identity of organizations. Younger generations in particular place great - sometimes decisive - importance on the meaning and sense of purpose that work, and working for an organization, can offer.

Visions, missions and core values are often launched with great fanfare, sometimes even carved in stone. But how often do they truly show up in everyday words and actions? The why may be clear, but the real question is the how: how do you actually live it?

Circles of Understanding help bring the meaning organizations want to have for everyone involved to life. They do so by translating values and ambitions into practical challenges that participants carry out in their everyday work.

Participants share their experiences in a private online lounge with five colleagues who are exploring the same challenges in their own ways. Through this dialogue, a shared sense of purpose and identity begins to grow. And in live sessions along the way, the most inspiring stories become a source of learning and motivation for everyone.



In this way, Circles of Understanding strengthen connection, clarity of direction, shared purpose



From onboarding to belonging

Onboarding programmes often focus primarily on factual information: procedures, systems, structures and policies. But in those first weeks it is just as important to get a feel for the organization itself: its culture, its atmosphere, and the way people work together. These are the things that determine whether people begin to feel at home and find their own place to grow and contribute.

Circles of Understanding offer a powerful way to turn onboarding into a meaningful learning experience. Over a period of six to thirteen weeks, new colleagues are invited to explore their new environment through small, practical challenges that fit naturally into everyday work: meeting people, asking curious questions, understanding the culture and discovering how collaboration really works in practice.

In strictly private online lounges, participants exchange experiences with a small group of colleagues who are going through the same journey. In this way, they help one another discover the organization from different perspectives and gradually feel part of the whole.

The challenges in these Circles are also fully tailored: each programme is carefully designed to reflect the specific character and ambitions of the organization.

