

2024/25

# NEXT:PEDITION

LEARNING LAB 4<sup>TH</sup> EDITION

**THE ART AND PRACTICE  
OF CO-CREATING  
FUTURE-READY ORGANIZATIONS**

**G**<sup>d</sup>  
dwarfs  
and  
Giants rewriting  
the future of  
organization



# FUTURE-READY ORGANIZATIONS?!

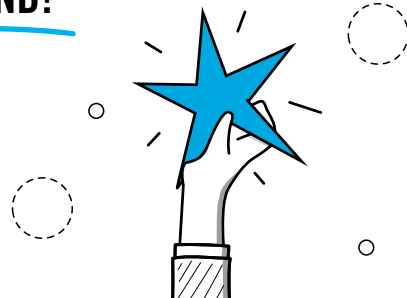
Our world today is in the midst of a profound transformation marked by volatility, uncertainty, complexity, and ambiguity (VUCA). We are confronted with super-wicked problems like increasing climate change, structural inequality, technological disruption, political instability and severe conflicts all around the world. These challenges demand entirely new ways of thinking and collective action to address them effectively

## HOW CAN WE AS NEXT:LEADERS SHAPE ORGANIZATIONS THAT ARE READY TO FACE THIS WORLD'S CHALLENGES?

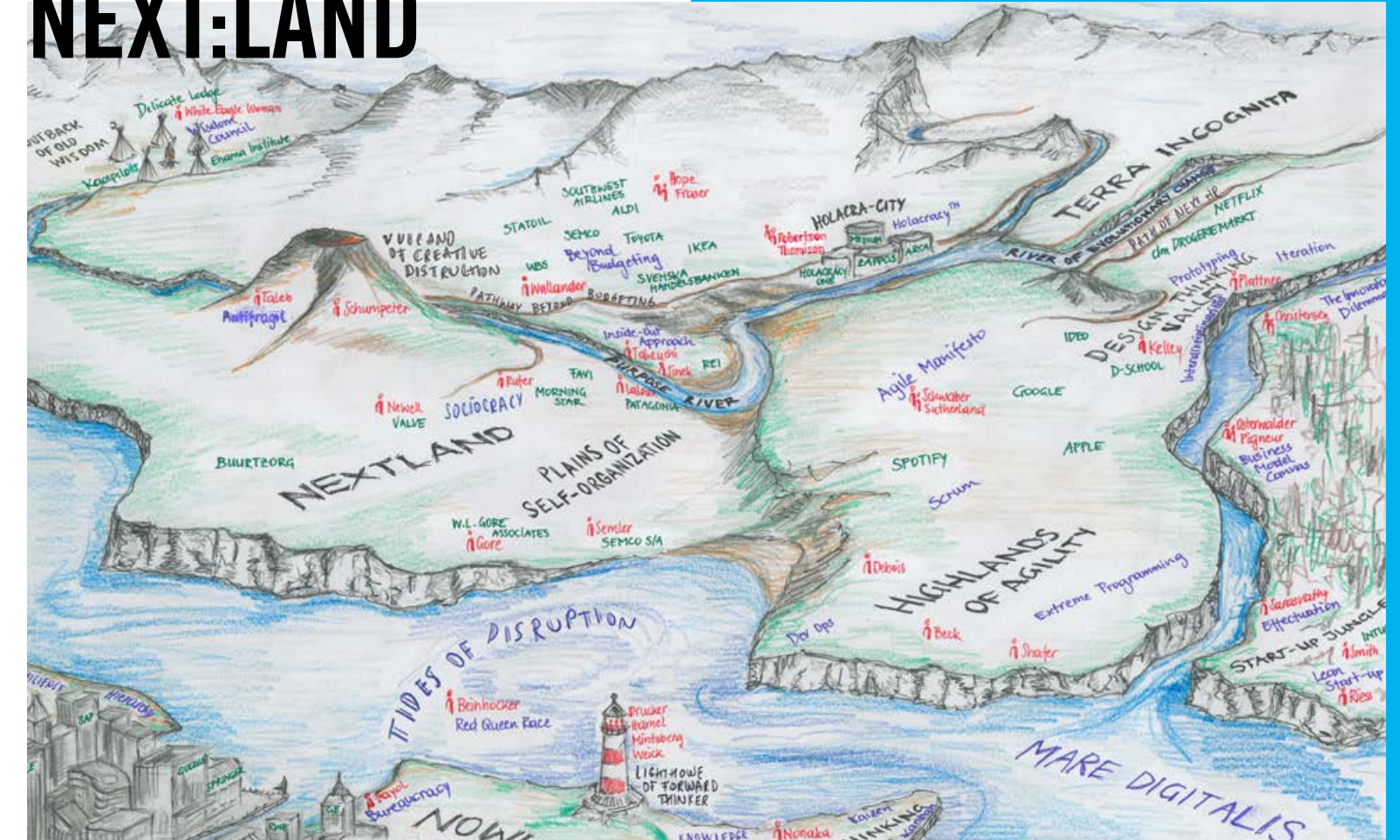
Complexity and growing uncertainty affect us all — every company, every team, every leader.

The challenge is immense: Currently, we are learning the hard way that the deeply ingrained rational, analytic, and reductionist ways of thinking fall short when addressing a VUCA environment. To thrive in this evolving reality, we require a fresh framework for business and leadership. It calls for new perspectives, practices, and tools to create adaptable formats and organizational structures capable of navigating the VUCA landscape.

## IT'S TIME TO DO THINGS DIFFERENTLY: DEEPLY HUMAN. PURPOSE-DRIVEN. ADAPTIVE. WELCOME TO NEXT:LAND!



# A NEW CONTINENT TO EXPLORE: NEXT:LAND



by dwarfs and Giants in Harvard Business Manager (HBM) Agile Management Edition (04/2017)





# ABOUT THE LEARNING LAB

**The next:pedition is an Action Learning Lab: Five modules designed to help you embrace uncertainty and unlock your leadership potential, as well as the potential of your organization. Here, you will learn how to co-create organizations that are future-ready, meaningful, and deeply human.**

We invite 12–16 leaders and changemakers to embark on an exploration of “next:land,” a metaphorical new continent representing future-ready organizations. Together, we will journey into uncharted territories, experiment with innovative approaches to systemic transformation and leadership, delve into both personal and organizational dimensions. At the core of this endeavor lies the profound truth that every transformative journey begins within oneself.



**“Act yourself into a new way of thinking rather than thinking yourself into a new way of acting!”**

# THE 2 KEY DIMENSIONS OF NEXT:PEDITION

Key Dimension One:

## THE INNER JOURNEY AS A NEXT:LEADER



Navigating uncertainty and ambiguity demands a profound human touch. It necessitates the strengthening of our internal compass, resilience to turbulence, willingness to explore the unknown, when navigating complexity. Unleashing our distinct creative potential, beyond mere intellect, emerges as a crucial element in the journey towards next:land. Immerse yourself in out-of-comfort-zone moments, learning and growing through collaboration with fellow travelers.

### OUR LEARNING LAB'S PERSONAL DIMENSION ENCOMPASSES:

- **Cultivating Inner Leadership:** Recognize your own patterns and triggers, and learn the art of shifting them.
- **Purpose-Driven Mindset:** Cultivate leadership that is purpose-driven, life-centered, and sustainable.
- **Co-Creative Leadership Practices:** Experiment with approaches that unleash the creative power of individuals and organizations, enhance engagement, ownership, and agility.
- **Access Different Levels of Knowing:** Harmonize rationality with creativity, emotions, and humanity to tap into unexplored potentials.
- **Navigating Uncertainty:** Respond to uncertainty and complexity with a willingness to venture into the unknown, asking and holding profound and beautiful questions.
- **Storytelling:** Craft and share compelling, emotionally resonant narratives to shape a collective sense of direction and bring new possibilities to life.

Key Dimension Two:

## CREATING FUTURE-READY RESPONSIVE ORGANIZATIONS

Organizations today are called to cultivate their capabilities to respond and adapt quickly to everchanging environments. Immerse yourself in next:land ideas and seamlessly integrate them into your organizational context.



### OUR LEARNING LAB'S ORGANIZATIONAL DIMENSION ENCOMPASSES:

- **Core Principles for Future-Ready Organizations:** Delve into the foundational principles shaping the DNA of next:organizations.
- **Social Systems and Transformational Insight:** Uncover the power of understanding organizations as social systems and leveraging this insight for impactful transformation and change.
- **Power of Teams:** Embrace diverse viewpoints, varied rhythms, and speeds to unleash the collective strength within teams.
- **Decision-Making and Impactful Meetings:** Integrate powerful decision-making methods and craft innovative meeting formats for heightened impact and alignment.
- **Cultivating the Speed of Trust:** Foster a culture of "psychological safety" for fearless dialogue and challenging the status quo.
- **Organizational Transformation Dynamics:** Grasp the nature and dynamics of organizational transformation, exploring tools and practices that drive meaningful change with momentum.

# 5 REASONS FOR YOU TO JOIN NEXT:PEDITION!



- 1 Innovate Your Organization:** Discover fresh approaches to shape and lead your organization towards innovation, responsiveness, and meaningful collaboration.
- 2 Unlock Your Unique Creative Power** beyond intellect. Develop inner leadership and a purpose-driven mindset for personal and organizational transformation.
- 3 Reflect and Transform:** Find supportive peers and a safe space to reflect on and transform your personal patterns for professional growth.
- 4 Thrive in Complexity:** Experience and apply transformative practices and tools essential for thriving in a dynamically complex world.
- 5 Collaborate with Pioneers:** Learn, explore, and practice alongside pioneers from various organizations in both physical and virtual settings, engaging in case work, experiments, and learning journeys.

AND:  
**YOU'LL HAVE NUMEROUS OPPORTUNITIES  
TO BE CHALLENGED, PROTOTYPE, STRUGGLE,  
RECEIVE FEEDBACK, REFLECT, LEARN, AND,  
ULTIMATELY, SUCCEED.**



# BECOME A MEMBER OF NEXT:PEDITION! WE ARE LOOKING FOR:

12–16 people of different organizations willing  
to explore the next:land practices of organizing,  
leadership and new ways of work.

**LEADERS**

**ENTREPRENEURS**

**CURIOUS MANAGERS**

***FRONTRUNNERS***

**ADVENTURERS**

**CHANGE MAKERS**



next:pedition 1 @Vienna Intrapreneur Academy, 2017 (c) noncreative.pl

# WHAT PARTICIPANTS SAY ABOUT THE JOURNEY

“ I truly valued my experience in next:pedition. Beyond a comprehensive exploration of leadership tools and organizational transformation, what stood out was the incredible collaboration within our diverse group of international managers and entrepreneurs. **Witnessing the evolution of our collaboration into genuine co-creation was exceptional.** Together, we successfully navigated numerous learning experiences, and gained invaluable insights, not only in a professional context but also on a deeply personal level. This journey has equipped me with knowledge and skills that I'll apply across my various management roles. Grateful for the transformative experience! ”



**Dr. Stephan Meeder**  
CEO CropEnergies, designated CFO  
Südzucker Group

“ As a leader you will learn that long and unstable roads await you, how much more your company has to do to answer responsibly to current change. In the next:pedition, you will feel it and understand that you do not have to get to a final finish line. **You can just start starting – and learn on the way.** ”



**Anna Zarudzka**  
Serial Founder & Co-CEO  
BOLDARE

“ Embarking on the next:pedition journey was a transformation, going beyond theoretical models: A true shift in mindset and behavior. The second module was a revelation, showing me that true change begins within oneself. As a next:leader, **I've not only gained insights into innovative organizational structures but have also honed my ability to navigate challenges with a focus on sustainable, collaborative solutions.** The impact is profound – I now approach leadership with a deep understanding that invites others to be part of the solution, not through power, but through shared principles. ”



**Dr. Tim Sauber**  
Member of the Group Management Board,  
Welser Profile







next:pedition 3 @dG Harbor, 2023 (c) Maria Noi

# PRINCIPLES WE BUILD ON



## CREATE A SAFE SOCIAL CONTAINER FIRST

Experience how psychological safety and trustful relationships catalyse creativity and learning.



## ORGANIZATIONS ARE SOCIAL SYSTEMS

Enrich your understanding of organizational dynamics by applying Systemic theory: *"Nothing so practical as a good theory."* (Kurt Lewin)



## MAGIC HAPPENS OUT OF THE COMFORT ZONE

Learn to act as a leader in ambiguity and uncertainty, build confidence how to navigate unknown territory.



## THERE IS MORE THAN OUR MIND

Explore answers from different levels of knowing: intellect, emotions, intuition and embodiment.



## ACTING OURSELVES INTO A NEW WAY OF THINKING

... rather than thinking ourselves into a new way of acting. Immerse yourself into the challenges and learn how to create impact as a leader – through authority, not power.



## MODEL A POST-PANDEMIC WORK ENVIRONMENT

Engage in intense in-person modules and learn to leverage technology for effective virtual collaboration.



## YOU WILL ALWAYS MEET YOURSELF

Experience and reflect on your own patterns to unfold your potential as a next:leader. *"New work needs inner work."* (Joana Breidenbach)



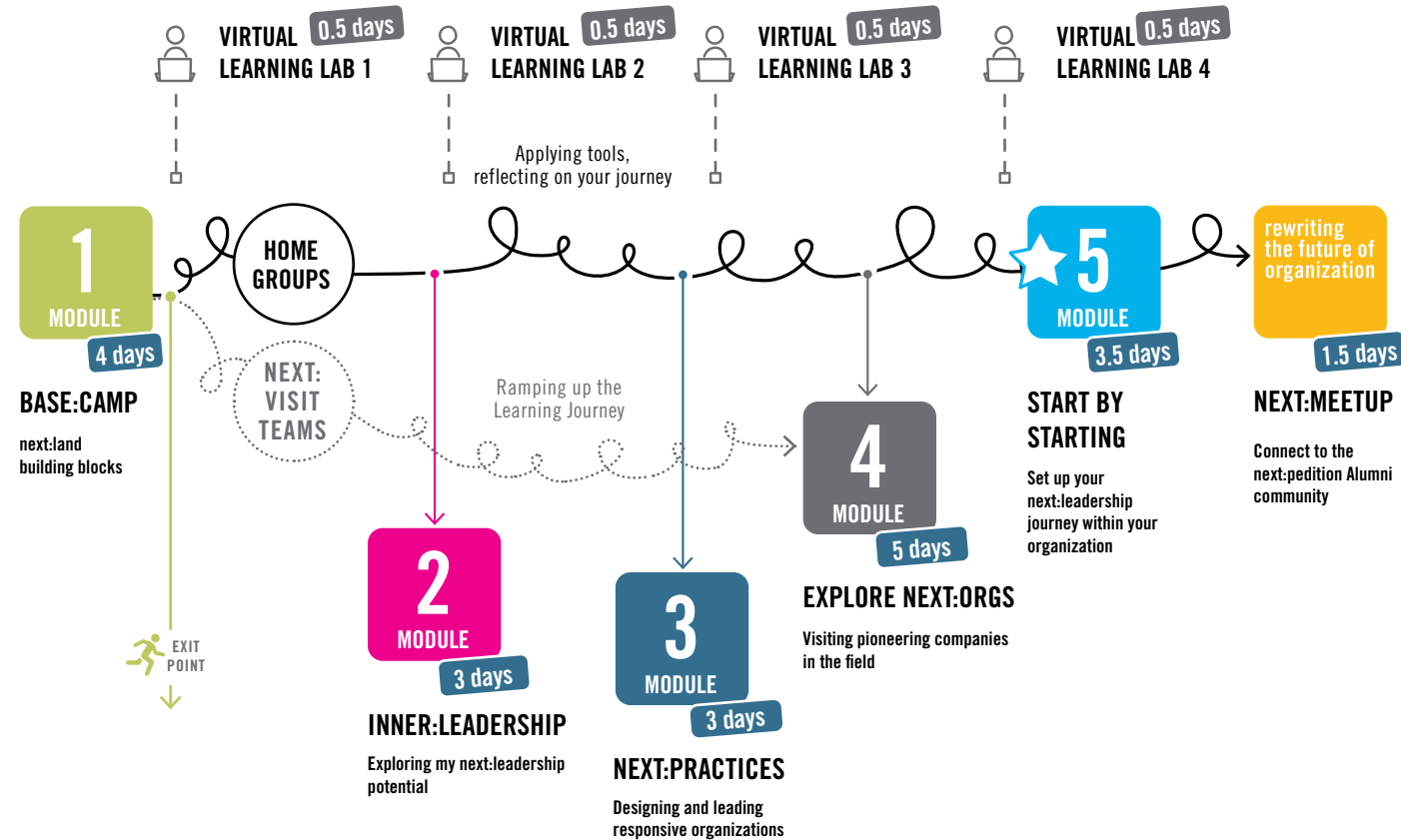
## CO-CREATE OUR COLLECTIVE LEARNING EXPERIENCE

We are all in this journey together and share the responsibility to maximize individual and collective learning.



# NEXT:PEDITION 5 MODULES – 5 LOCATIONS

## TRAVEL ROUTE



## MODULE 1 BASE:CAMP



June 11–14, 2024, Italy

Gain insight into the essence of next:land, lay the foundation for a transformative learning journey, foster collaboration within the learning group, and organize teams for a successful start.

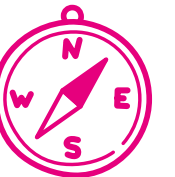
- **Set up the Lab & build the container**
- **Explore building blocks for next:land**
  - Anchor the 5 principles of next:land
  - Understand Systemic Theory: principles and practices
- **Start Visit Teams**
- **Form stable Homegroups**
- **Point of Commitment: in or not?**

## MODULE 2 INNER:LEADERSHIP

September 16–19, 2024, Austria

Exploring my next:leadership potential: Every transformation begins within. We examine personal patterns, draw strength from ancient wisdom, and explore various levels of knowing beyond intellect. Engaging in profound dialogues, we generate insights and shift patterns in how we connect with ourselves and others.

- **Reflect and work on your individual patterns**
  - Explore patterns along your lifepath
  - Resources and obstacles when realizing your potential
  - Learn and experiment on how to shift your patterns
- **Learn to access different levels of knowing (intellect, emotion, embodiment, intuition)**
  - constellation work
  - intuition walk in nature
  - transition rituals
- **Create a better understanding of your unique gift and purpose**



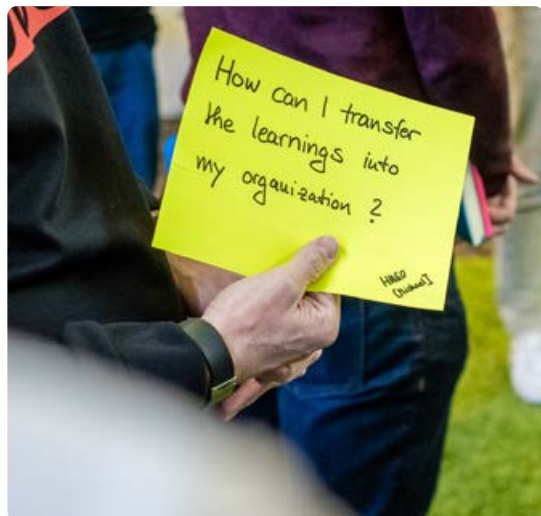
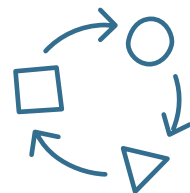
# MODULE 3

## NEXT:PRACTICES

December 3–5, 2024, the Netherlands

Crafting and leading responsive organizations:  
Apply next:practices through real-life case work, discovering how to seamlessly integrate next:leadership principles into the organizational transformation process.

- **Transcending the conventional leadership role**
  - next:leadership principles and tools
  - How to foster psychological safety
  - Working on your concrete challenges (case work)
- **Experience how to leave your comfort zone and venture into the unknown**
- **Transfer into your organization**



# MODULE 4

## EXPLORE NEXT:ORGS

January 27–31, 2025,  
(3 days learning journey & 2 days harvesting), Europe

Harvest the benefits of the visiting teams' efforts:  
Embark on self-organized parallel learning journeys across Europe to gain firsthand experience and insights into how next:leadership practices unfold in forerunner organizations.

- **Meet for deep dialogues with different people from forerunner companies**
- **Learn about next:land in practice from 10–15 different organizations**
  - Collectively harvest insights
  - Distill dozens of tried and tested next:practices how to enact the 5 principles



next:pedition 1 @The NEST City Lab BCN, 2018 (c) Nina Capri





## MODULE 5 START BY STARTING

April 1—4, 2025, Spain

Initiate your next:leadership journey within your organization: Apply and integrate learnings, choreograph your transition into a new paradigm, and celebrate the transformative journey!

- **Harvest our Learnings**
  - Share your homegroup journeys and insights
  - Reflect your overall journey
- **Harvest tools, practices, approaches**
- **Set up your next:leadership journey**
  - Define experiments that create impact
  - Set up movements towards next for your organizational context
- **Celebrate and close our journey – next:party!!**



## VIRTUAL LEARNING LABS

Half-day virtual workshops dedicated to exploring a specific next:practice in more depth.

- Virtual Learning LAB 1, Sep. 4, 2024
- Virtual Learning LAB 2, Oct. 21, 2024
- Virtual Learning LAB 3, Jan. 13, 2025
- Virtual Learning LAB 4, Mar. 03, 2025



## MEET UP

December 4—5, 2025, Austria

Connect with other next:pedition participants and build a community that creates a difference.

- **Meet fellow travellers**
- **Build community**
- **Exchange experiences**
- **Develop practice**



# YOUR GUIDES



**Gerhard Hochreiter**

#DeepTransformation #Strategizing  
#nextleadership #CulturesofInnovation

“ The core of my work:  
Co-Creating evocative stories of  
possible futures. Unleashing creative  
potential to tackle today's global  
challenges more effectively. I love to set  
up transformative journeys to prototype  
and embody next:leadership. ”

 [Find out more about me!](#)



**Gerald Mitterer**

#WholeSystemTransformation  
#nextleadership #InnerWork

“ Exploring next:land and creating new answers  
on how to lead and organize for today's global  
challenges is at the heart of my work.  
I love to create spaces, where we all can embody  
a different way of learning and collaborating.  
I deeply believe that what happens outside is  
connected to what happens inside of us. ”

 [Find out more about me!](#)

# FACTS ABOUT THE PROGRAM



## INVESTMENT

EUR 16.900,- (excl. VAT, incl. playbooks and all material). After Module 1 you will have the choice to opt out, if next:pedition doesn't fit your needs (costs for Module 1 only: EUR 3.000,-)



## EXTRA COSTS

EUR 1.950,- for seminar packages (workshop rooms, coffee breaks and lunch on-site).  
excl. accommodation and travel costs.



## DISCOUNTS

We offer 2 discounted seats for NPOs and start-ups, ask us!



## LANGUAGE

English (Groupwork in German possible)



## NUMBER OF PARTICIPANTS

12—16



## NUMBER OF DAYS ONSITE / VIRTUALLY

23 days on location + 4 half-days virtually.  
Please also be aware that you will need additional time individually and in your peer groups to maximize your learning experience.



## MODULE + VIRTUAL LEARNING LAB DATES

Module 1 | BASE:CAMP | Jun. 11–14, 2024, Italy  
Virtual Learning Lab 1 | Sep. 4, 2024  
Module 2 | INNER:LEADERSHIP | Sep. 16–19, 2024, Austria  
Virtual Learning Lab 2 | Oct. 21, 2024  
Module 3 | NEXT:PRACTICES | Dec. 3–5 2024, Netherlands  
Virtual Learning Lab 3 | Jan. 13, 2025  
Module 4 | NEXT:ORGANIZATIONS | Jan. 27–31, 2025, Europe  
Virtual Learning Lab 4 | Mar. 3, 2025  
Module 5 | START BY STARTING | Apr. 1–4, 2025, Spain  
Alumni Community | NEXT:MEET UP | Dec. 4–5, 2025, Austria



# READY FOR THE JOURNEY?

Join next:petition, our exclusive lab tailored for today's organizational challenges and leaders. Connect with us now!

Find out more at:



## CALL YOUR NEXT:GUIDE

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