



LEADERSHIP & CULTURE PORTFOLIO

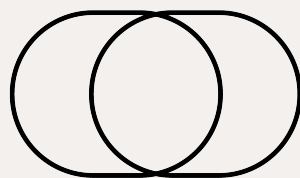
We are committed to cultivating leaders who are resilient and human-centred, and are willing to create positive change in an increasingly complex world.

HYPER ISLAND

**ONLY THREE THINGS HAPPEN
NATURALLY IN ORGANIZATIONS:
FRICTION, CONFUSION, AND
UNDERPERFORMANCE.
EVERYTHING ELSE REQUIRES
LEADERSHIP.**

— Peter Drucker

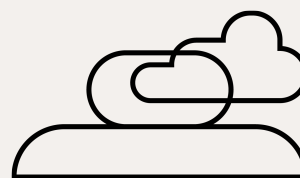
AT HYPER ISLAND, WE HELP BUILD RESILIENT, FUTURE-READY ORGANISATIONS



LEADERSHIP, TEAMS & CULTURE

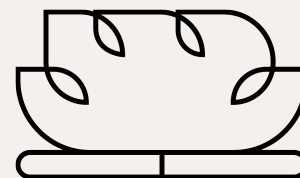
Build teams that can handle change.

We develop leaders who can navigate complexity, establish new ways of working, and foster cultures where people collaborate, take responsibility, and move fast.



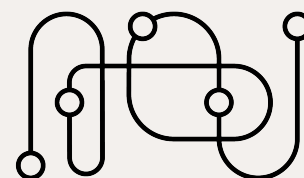
FUTURE FORESIGHT & STRATEGY

See what's coming, and act before others do. We help organisations use futures thinking to understand signals, explore scenarios, and make clearer strategic decisions in a shifting world.



INNOVATION, DESIGN & CREATIVITY

Create what's next, not more of the same. We train teams to solve problems creatively, test ideas quickly, and design solutions grounded in real human behaviour.



EMERGING TECH & TRANSFORMATION

Use technology in a way that strengthens people. We help organisations understand new technologies, make smart choices, and build digital capabilities responsibly.

THE PEOPLE SIDE OF CHANGE.

We help organisations turn strategy into action by strengthening leadership, culture, collaboration and ways of working. As technology takes on more operational work, the human work of leadership becomes more important: creating clarity, building strong teams, enabling learning and helping people move through change together.

We design leadership development across individual, team and organisational levels, so new insight turns into behaviour, behaviour turns into better ways of working, and those ways of working create stronger decisions, collaboration and business value.

We believe leadership today must be human-centred, empathetic and adaptive. Leaders need to build trust, navigate complexity, handle tension and create the conditions where people and ideas can grow.



Our methodology is built on learning by doing. We develop leadership as a set of behaviours and capabilities that grow through reflection, practice and real-world application. Every journey starts with self-awareness and expands into stronger leadership in teams, culture and change.

OUR LEADERSHIP SOLUTIONS

01

LEADERSHIP & CULTURE CONSULTANCY

Strengthen leadership, culture and collaboration to help your organisation navigate change and perform through complexity.

04

EXECUTIVE COACHING

The executive coaching journey is a transformative process of self-development, designed to enhance leadership skills and accelerate behavior changes in a personalized way.

02

LEADERSHIP PROGRAMMES

Custom leadership journeys that build self-awareness, judgement and practical capabilities for change, collaboration and growth.

05

CONFERENCES & KEYNOTES

Create engaging experiences that spark reflection, shape direction and move people from ideas into action.

03

TEAM SKILLS ASSESSMENT

We use diagnostics, future skills frameworks and gap analysis to identify current capabilities, spot key gaps and prioritise development for stronger performance and long-term growth.

06

OPEN COURSES IN LEADERSHIP & FACILITATION

Open courses that build practical leadership, facilitation and collaboration skills for today's changing world.

Build leaders, teams and cultures that can handle change

Leadership is not only about individual performance. It shapes how people work together, make decisions, handle tension and move through change. We help organisations strengthen leadership, team dynamics and ways of working so they can perform with more trust, clarity and momentum.

Our consultancy work is practical and grounded in real business challenges. We partner with you to build stronger leadership behaviours, healthier collaboration and cultures that support both performance today and adaptability for what is next.

We also help organisations handle one of the biggest leadership challenges now: the tension between execution and innovation. Many organisations already know how to optimise and deliver. Fewer know how to create the conditions where new ideas can survive, develop and scale. This is where leadership and culture matter most.



Deutsche Telekom partnered with Hyper Island to make collaboration easier across markets, functions, and levels. In a 6-week sprint, interviews, group sessions, and workshops helped create a shared view of what good collaboration looks like in practice. The work gave the team clear insights and a strong base for the next phase of leadership development.





02. LEADERSHIP PROGRAMMES

Learning designed for your reality

No two organisations face change in the same way. That is why we design leadership programmes around your context, your people and the challenges you need to solve now.

From leadership and team development to facilitation, collaboration, conflict, decision making and change, we create hands-on learning experiences that help people reflect, practise and apply new behaviours directly at work.

Our programmes are built around the capabilities leaders need now: self-awareness, emotional intelligence, critical thinking, trust building, leading change, navigating complexity and making sound decisions in a tech-driven world.

The result is learning that sticks, shifts behaviour and creates movement where it matters most.



TUI and Hyper Island have worked together for the past 10 years to strengthen leadership over time, not through one-off interventions. The value of long-term leadership development is clear: it helps organisations build stronger leaders, stronger connections across teams, and a culture that can keep adapting through change.



03. TEAM SKILLS ASSESSMENT

SKILLS ASSESSMENT

Assess and map the skills your organisation needs to stay relevant in a rapidly changing landscape. Through structured diagnostics and future-focused frameworks, we help identify the capabilities that matter most for your strategy, giving leaders a clear and actionable view of current strengths across teams and functions.

By combining skills assessments with gap analysis, we highlight where development is needed and where untapped potential exists. This enables organisations to prioritise learning investments, align talent with strategic goals and build the capabilities required to perform today while preparing for what's next.



At Stellantis, the Team Skills Assessment helped a marketing leadership team clarify the capabilities needed for future growth. Through workshops, research and Hyper Island Intelligence, we defined core leadership competencies and assessed teams via self and manager evaluations. The insights enabled targeted development plans, aligning leadership capabilities with business priorities.

Executive Coaching

Executive coaching creates space for leaders to reflect, grow and strengthen how they lead in real situations. Through individual support, we help leaders build self-awareness, navigate complexity and turn insight into lasting behavioural change.

Coaching is especially powerful when leaders are facing uncertainty, change or growing demands. It helps them slow down, make better sense of what is happening, strengthen judgement and lead with more clarity, trust and intention.



We partner with TUI to deliver tailored executive coaching for leaders across the organisation, carefully matching each individual with the right coach based on their context, challenges, and development goals. Through this personalised approach, leaders are supported in navigating complexity, strengthening their leadership impact, and accelerating their growth within the organisation.



Create conference experiences that move people into action

BIG TOPICS NEED MORE THAN A GREAT STAGE

They need the right conversations, the right energy in the room and a format that helps people think, connect and act. We design and deliver conferences, facilitated sessions and interactive keynotes that turn important themes into shared direction. Whether the focus is leadership, culture, AI, change or the future of work, we help you create experiences that build engagement, spark reflection and lead to real action.

Invite us to talk about:

1. Human-centred leadership in an AI-powered world
2. Leadership, culture and the people side of change
3. Balancing performance, innovation and long-term adaptability



We developed a dynamic keynote on adaptability, highlighting it as a core capability for leaders and teams in fast-changing environments. Using the KSMM framework, we connected science, human behavior and business strategy to build resilience and collaboration, while equipping participants with practical tools, key skills and real-world insights to drive continuous growth and impact.



06. OPEN COURSES

Grow your leadership and facilitation practice

[BROWSE ALL LEADERSHIP COURSES](#)

Leading Teams

- Learn practical strategies to build trust, collaboration, and high-performing teams

Advanced Leadership

- Develop grounded, adaptive leadership skills to thrive in complex environments and constant change.

Facilitation

- Develop your own facilitation style: learn to guide groups with confidence and structure

Effective Communication

- Develop high-impact communication skills that engage and inspire your audience



LEADERSHIP BALANCE TOOL

Measure the tension between performance and innovation

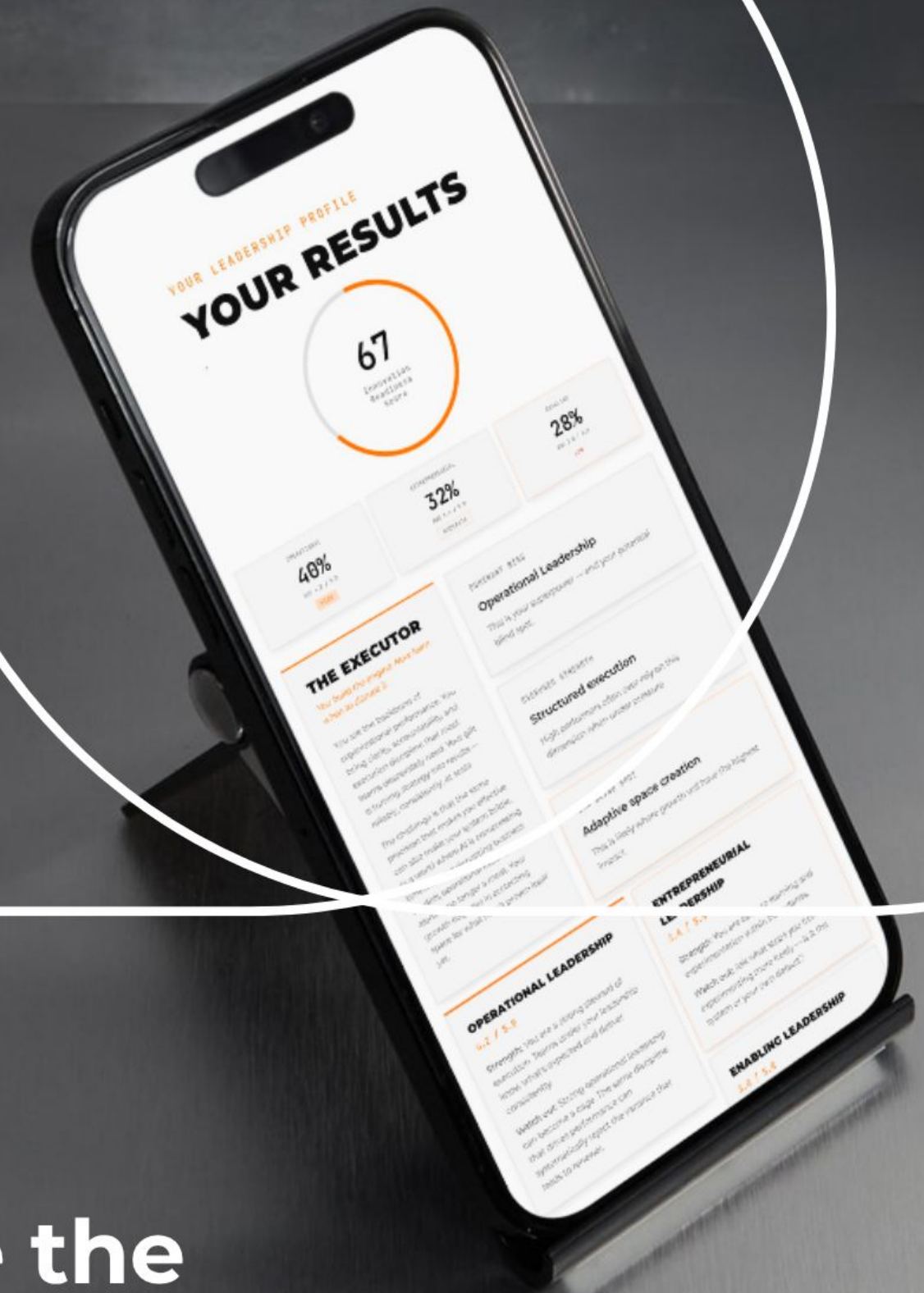
Most organisations need leaders who can deliver today while also building for tomorrow. The Leadership Balance Tool helps leaders and teams assess how they balance execution, stability and control with experimentation, learning and change.

It gives a clear picture of current leadership patterns, opens up better conversations and creates a strong foundation for leadership development.

**WANT TO ASSESS
YOUR ORGANISATION?**

[**ACCESS THE PLATFORM**](#)

[**CONTACT US**](#)



Take the assessment.

WE'RE HERE TO HELP YOU TURN LEARNING INTO ACTION.

Hyper Island is a global learning partner that helps people and organisations thrive in a fast-moving world. We help you shift mindsets, strengthen culture, and develop future-ready capabilities so your organisation becomes more resilient and leads change with clarity.

[CONTACT US](#)



**IMAN
WESTMAN**

Middle East and
North Africa
[BOOK A CALL](#)



**ANNA
MORI**

Asia
[BOOK A CALL](#)



**ANNA
CARLSON**

Western &
Southern Europe
[BOOK A CALL](#)



**OTTO
RUIJS**

Western & Eastern
Europe, Asia-Pacific
[BOOK A CALL](#)



**VERONICA
MAGARIÑOS**

Latin America
[BOOK A CALL](#)



**VIVIANE SATIE
NISHIMURA**

Brazil
[BOOK A CALL](#)



**TIM
LUCAS**

North America
[BOOK A CALL](#)



**SANDRA
LINDMAN**

Northern Europe
[BOOK A CALL](#)

HYPER ISLAND

New York

Sao Paulo

Stockholm

Manchester

London

Amsterdam

Tokyo

For nearly three decades, Hyper Island has partnered with forward-thinking companies to build the skills, mindsets, and cultures needed to thrive in a rapidly changing world.

LEARN MORE AT [HYPERISLAND.COM](https://hyperisland.com)