

Laboratory for Beautiful Failure.

Experimental field for handling unpredictable situations, failure and stress with greater ease.



“This was not just a good seminar. It was an amazing seminar! I would never have thought that two hours on failing could fly by so fast. My team and I had lot of fun learning the latest techniques of decision-making and cooperation which are easily and quickly implemented in our daily routines. Felicia, as our trainer of the digital Laboratory for Beautiful Failure, provided valuable and long-lasting input.”

Damir Trtanj, Authorised Officer and Head of Controlling, SAP & Operations - Verbund Services GmbH

The challenge.

The challenges of the VUCA-world* have grown exponentially due to the Covid-19 crisis. We find ourselves confronted with a never-before-seen level of unpredictable and uncontrollable variables.

Encounter a new approach. Fail beautifully.

We are striving for predictability and control. But mistakes and the unexpected are an integral part of our everyday lives.

The *Laboratory for Beautiful Failure* beautifully offers a new way of dealing with unpredictability and failure. We define failing beautifully as accepting that things do not always go according to plan and as the ability to deal with these situations with greater ease.

The method.

If we are able to work with what unfolds at any given moment and create something out of anything, that's called improvisation.

Improvisation offers one distinct advantage: even in the toughest of situations we remain able to act. Therefore, one of the most important factors is to increase our resilience.

The *Laboratory for Beautiful Failure* offers a reliable setting to experiment with Applied Improvisation and thus increases the likelihood of usage in our everyday life.

“Fall, then figure out what to do on the way down.” (Del Close)



The basic principles of improvisation.

- **Attention on the here and now** –
Do not plan ahead, accept what is.
- **”Say yes, take the offer”** –
See the crisis as an opportunity.
- **Even on stage we are allowed to fail superbly** –
A new way of dealing with failure can only be learnt by actually failing.
- **Making the partner look great** –
Managing conflicts and crisis by accepting responsibility.

The benefits of our Laboratory for Beautiful Failure.

- New ways to handle failure, contradiction and paradox situations
- Increased ability to decide and act when dealing with difficult situations and stress
- Immediate access to spontaneity, creativity and innovation
- Improved and agile cooperation, mindfulness and communication within the team
- Inspiration, ease and joy

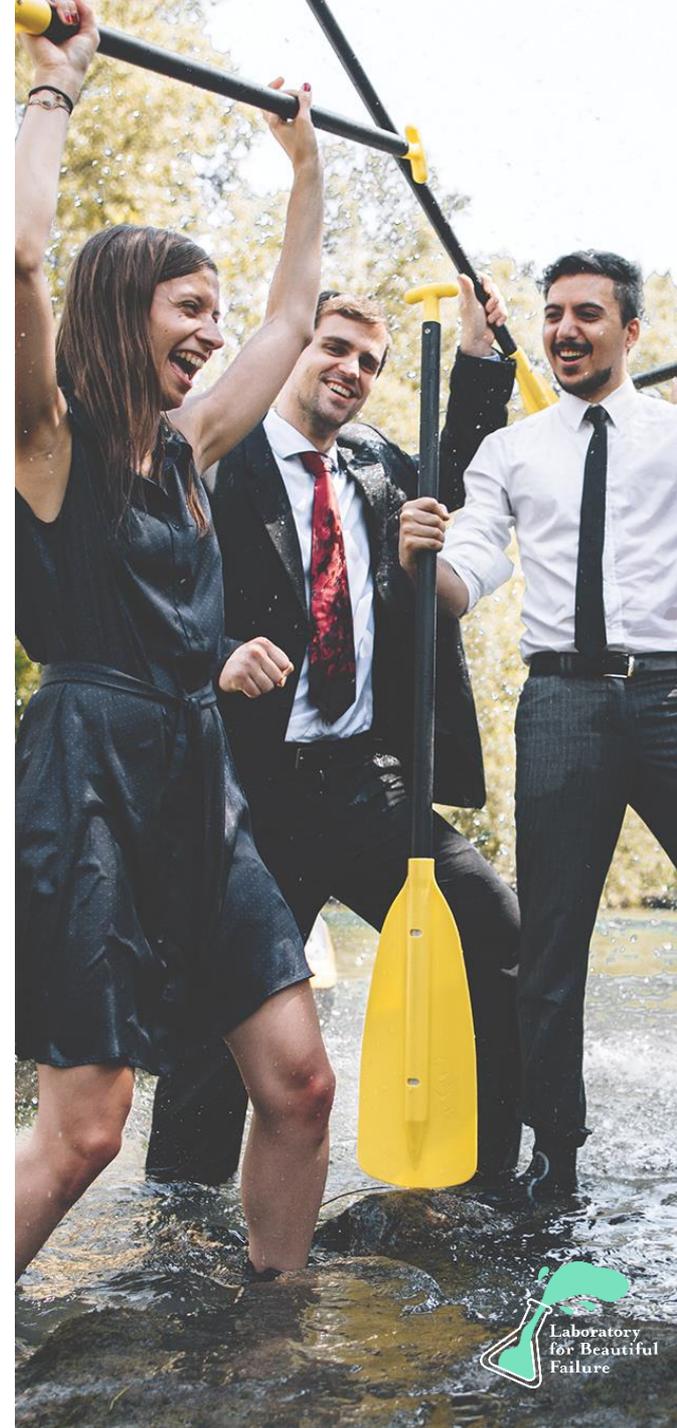
Laboratory for Beautiful Failure.

The aim.

To experiment with new methods for handling the challenges of the VUCA/Covid-19-world with greater ease.

Content and approach.

- Methods of Applied Improvisation, Positive Psychology and Mindfulness
- Experience-based learning cycle
- Reflexion and feedback as self-guidance principles
- Practise as a group and in smaller teams, work with volunteers, activation and involvement
- Impro-energizers throughout the training
- Joy and ease enable engagement, experience and learning instead of top-down approaches and perfectionism



The advantages of the digital Laboratory for Beautiful Failure.

Due to the Covid-19 pandemic, we also had to implement the *Laboratory for Beautiful Failure* digitally. To our great delight, we were able to discover: the laboratory works great digitally; many things are even better than analogue:

- Small tidbits (2,5 hour modules)
- Higher number of live modules and transfer impulses
- A more comprehensive “fitness training of the brain” through repeated situational work
- Leaving your own comfort zone is often easier within the trusted framework of your own home
- And last but not least: increased planning and implementation capability

Recommended course of action (digital).

Discovery

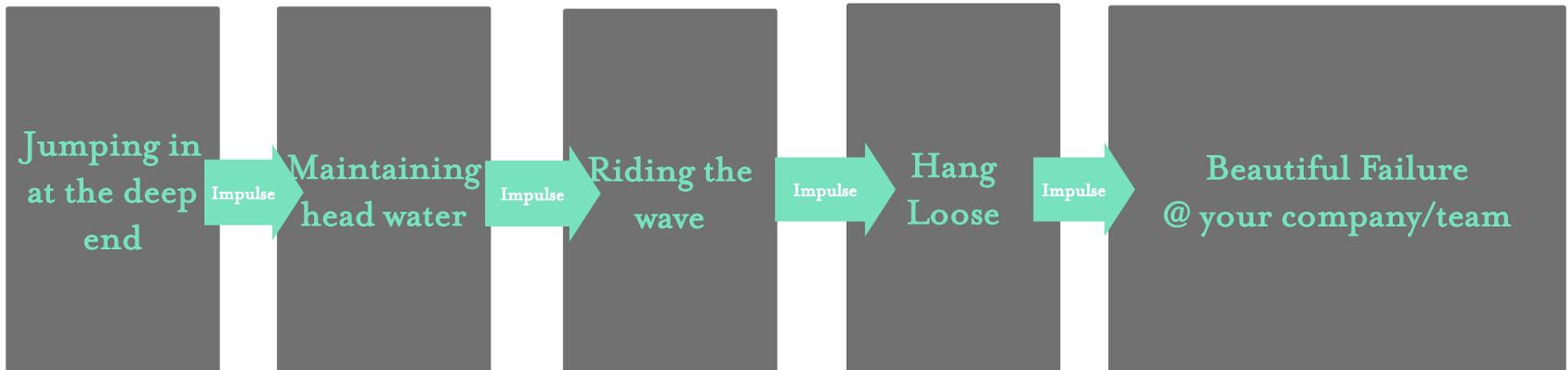
Teaser, Impulse
Engage-Experience-Learn
Finding a new approach
Sharing & transfer into practice

Deepening

Learning and improved mindset
AI with interactive scenarios
Identifying new approaches
Reflection & transfer into practice

Connection

Identifying new approaches
Developing new approaches for
internal culture
Overall reflection & closing



Digital training á 2,5 hrs./Modul
Focus: Mindset & Personal Development

Workshop á 4 hrs.
Focus: Mindset & Corporate
Development

Laboratory Report

What was surprising to me?

It's the same for everyone

Exercise "21" was almost magical

Log jams were dismantled very quickly

Approach topics with improvisation techniques (applicable to many other topics)

Letting go with the "whiskey mixer" – no thinking, simply doing

Through situational work, my brain works differently (sleeping "muscle" was trained)

Lightness very enriching



Contents.

Laboratory I+II

- Introduction to the basic principles of improvisation
- Experience the effect of unpredictability, mistakes and stress as an individual and in groups
- Reflect on your own patterns, work out alternatives, develop new attitudes
- Experience the effect of the method on teamwork, creativity and communication

Laboratory III +IV

- Reinforce learning effects and attitude (ease, engage - experience - learn)
- Further consolidation through the use of elements from mindfulness
- Illuminate: Why is failure so difficult? How can we find a new approach
- Reflect on where it already works/worked
- Simulation work in specific scenarios
- Reflection and exchange with focus on own attitude
- Practical transfer to everyday work

Workshop

- Derive impulses for further development within the team/company: establishing a culture that integrates failure instead of making it a taboo --> beautiful failure
- Assessment (Optional focal points of interest):
 - Identifying patterns & logics of failure
 - Addressing relevant internal topics (e.g. a failed project) – Reflection and action learning
- Overall reflection and closing

9 **Transfer impulses between the modules:** buddy exchange, input, assignments, journaling/reflection, etc.

Concept & Training: Felicia Fuchs.

As a systemic consultant and coach Felicia Fuchs supports people within and outside of organisations dealing with major changes.

Before setting up her own consulting company, featuring Consulting, she worked in international collaborative endeavours, most recently in a leadership role in Project Management and Organisational Development.

In addition to several systemic trainings she concentrated intensively on Positive Psychology, Mindfulness and Applied Improvisation. In cooperation with others she puts her focus on structure, positive energy and the bigger picture.

“The *Laboratory for Beautiful Failure* arose out of my personal necessity for a new approach: instead of putting too much emphasis on control, I wanted to handle unpredictability with greater ease, allow failure and mistakes to happen and integrate contradictions, as this seems to be more relevant in today’s world than ever.”



The art of featuring you.



“ I am Felicia's fan! She has the perfect sense of how to carry a team forward, using quite extraordinary methods. And she is truly and evidently interested in the organisations and people that she advises. ”

Oliver Holle,
Managing Partner, Speedinvest

” The collaboration with featuring Consulting can be described with three words: innovative, competent and performance oriented! “

Karl-Heinz Strauss, MBA, FRICS,
CEO PORR AG

Participant statements.

“Due to lots of situational changes, my brain works differently. It is like training a muscle which has not been used in a while.”

“Laughing about failures. Laughing a lot, actually.”

“The confidence to fail and to deal with unpredictability is rising.”

“Getting better results by using the principles.”

“See the positive side of failing. Letting go of perfectionism.”

“Don't overthink it. Just do it.”

Felicia Fuchs.

Systemic Consultant and Coach

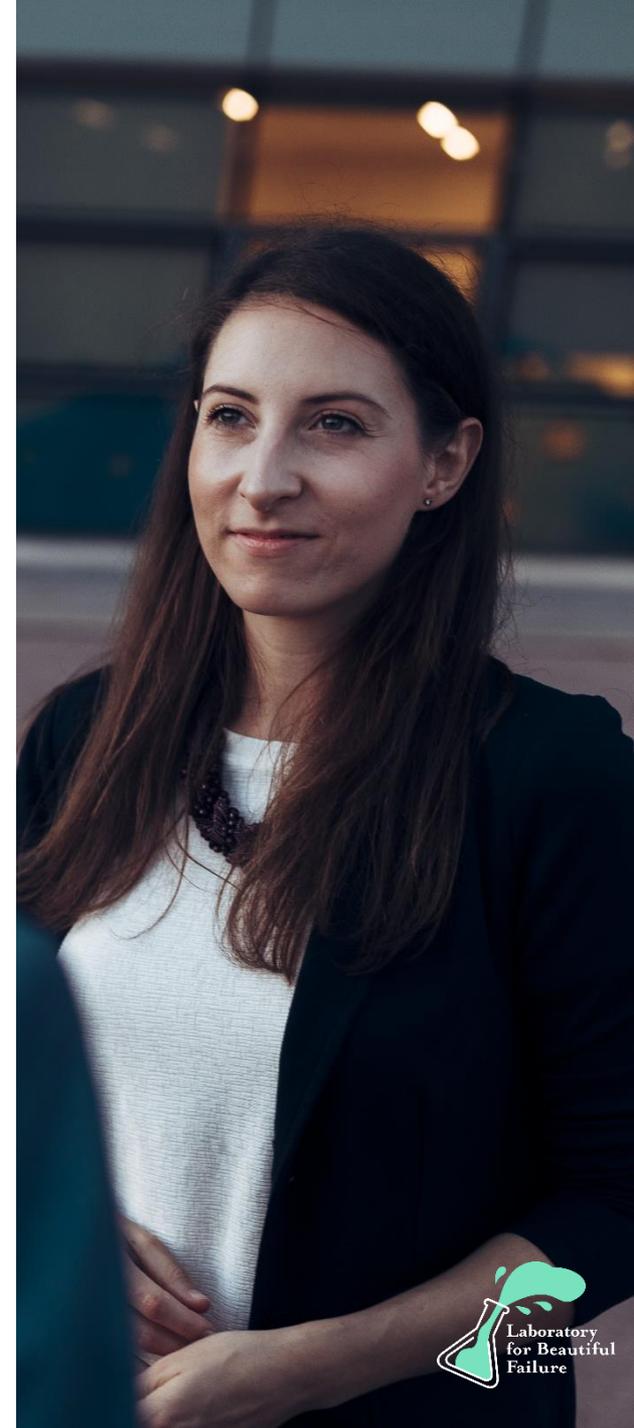
Career

- Founder and Managing director of featuring Consulting
- Founder of the Laboratory for Beautiful Failure
- Associate Partner at Doujak Corporate Development
- Collaborator at A Tribe Called Humans
- External Lecturer for Coaching, FH Wien WK Vienna:
Teaching award 2020 for an innovative educative concept
- Head of Project Management - Porr AG
- Assistant CFO, PM - Constantia Industries AG

Education

- Master's Degree in International Business Administration,
Vienna University of Economics and Business Administration
- Study visits: Boston (USA), Yogyakarta (Indonesia)
- Specified Training:
 - Systemic Intensive Training (Beratergruppe Neuwaldegg)
 - Organisational Development/Change Management (Trigon)
 - Coaching Intensive Training (ESBA Wien)
 - Experience Design (Kaospilot)
- ¹³ • Certified Controller Training (ÖCI)

Check also: 



Felicia Fuchs.

“When working with others I put my emphasis on structure, positive energy and the big picture.”

Focal points of Consulting & Coaching

- Organisational and Cultural Development
- Systemic Coaching (Management and Personality)
- Change Management and Communication
- Design and facilitation of workshops, trainings and large-scale events
- Laboratory for Beautiful Failure (foundation: 2019)
- Transformation, New World of Work, (Digital) Leadership, Positive Psychology, Applied Improv - failing beautifully (agile mindset)

Publications

Unternehmen der nächsten Generation, Atlas des neuen Arbeitens (Bartz M., Gnesda A., Schmutzer T., Hsg.) – Book contribution about PORR AG featuring Tenschert Consulting (former featuring Consulting), 2016

Working languages

German, English, Spanish

Check also: 





featuring.
Consulting