

FLOW SHAPED LEADERSHIP

Mike O'Connor

6 PATHWAYS FOR TEAM CHANGE MANAGEMENT AND SOFT SKILL DEVELOPMENT

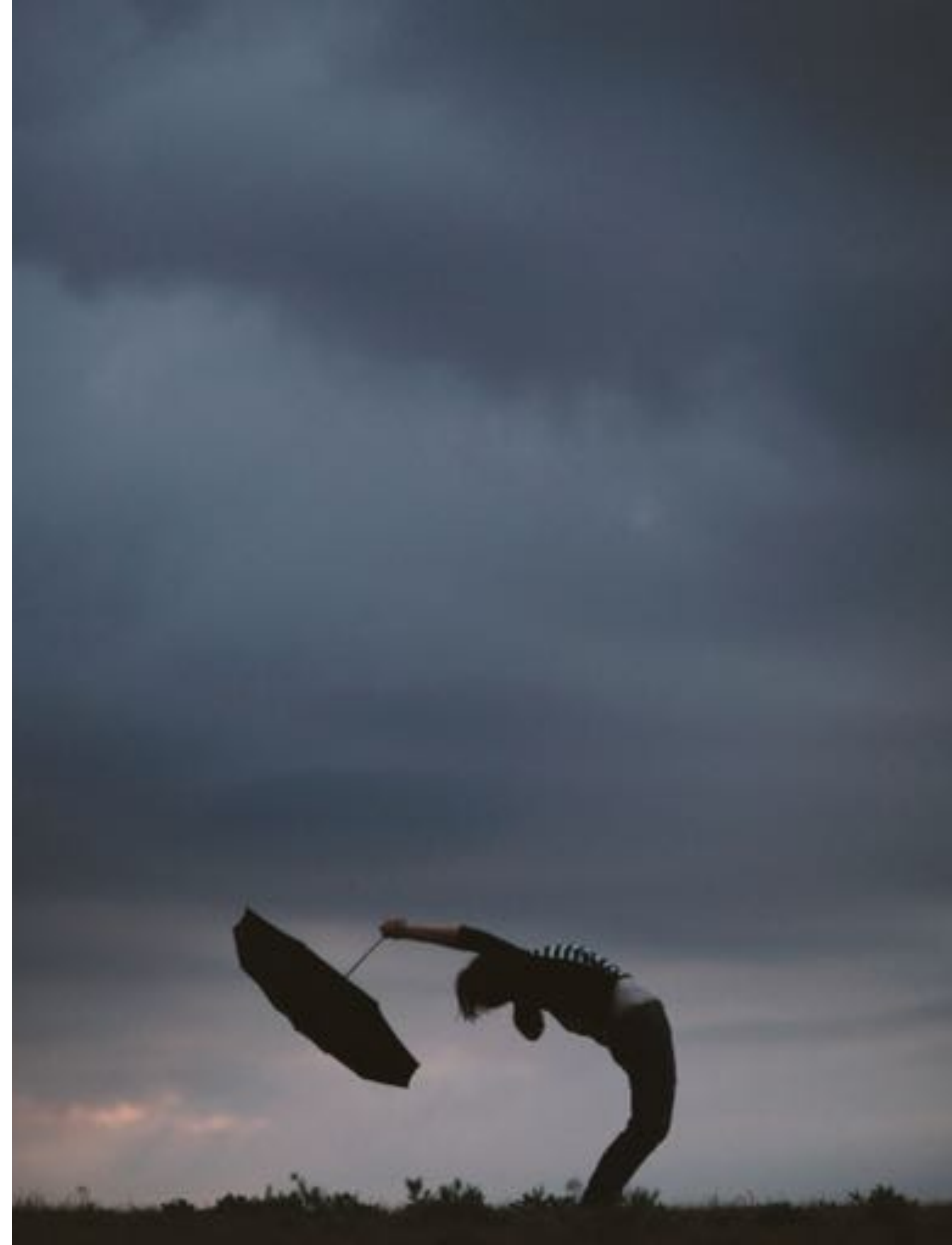
CHANGE... IS SIMPLY MOVEMENT

**CHANGE IS A GIVEN—PEOPLE, ENVIRONMENTS,
AND CHALLENGES ARE ALWAYS IN FLUX. RATHER
THAN RESISTING THIS FLOW, I HELP TEAMS
CHANNEL IT.**

**MY SIX PATHWAYS EQUIP ORGANIZATIONS WITH
THE PRACTICAL SKILLS TO STAY AGILE,
COLLABORATIVE, AND CREATIVE.**

TO BE SHAPED BY THE FLOW

MIKE O'CONNOR



A silhouette of a person in a dynamic, expressive pose, possibly a dancer or performer, set against a dark blue background. The person's arms are extended, and their body is angled, suggesting movement and energy.

My approach is rooted in **PhD research on Embodied Communication, Somatic Therapy and Creative Practice.**

Each pathway involves **practical exercises** integrating body awareness, movement, and collaboration for **bottom up change.**



CHALLENGE: LACK OF CONFIDENCE USING VOICE AND BODY.

WITHNESS SPEAKING

AUTHENTIC COMMUNICATION TRAINING

What it solves: Build confidence, presence, clarity.

Overcoming Public Speaking Fears & Authentic Communication Gaps

Body Focus: Embodied voice and posture techniques that anchor you in the moment.

Result: Stronger collaboration, trust, and leadership impact.





**CHALLENGE:
UNHELPFUL,
SPECULATIVE,
JUDGEMENTAL
FEEDBACK**

FEEDBACK

Enhancing Effective, Actionable Feedback

What it solves: *Overcomes culture of avoidance or fear around giving/receiving feedback.*

Body Focus: *Noticing physical tension when delivering or receiving feedback; reducing defensiveness.*

Result: *Focus is placed on information that is tangible and useful.*

EMOTIONAL INTELLIGENCE & EMPATHY

Strengthening Non-verbal Communication

What it solves: Low psychological safety, conflicts, and misunderstandings.

Body Focus: Recognizing somatic cues of stress/emotion in others, using movement to de-escalate.

Result: Healthier work relationships, easier collaborations & trust

CHALLENGE: LACK OF EMOTIONAL SELF-REGULATION & INTERPERSONAL SENSITIVITY.

TEAM FLOW DYNAMICS

Building Cohesion & Alignment for Creative Innovation



CHALLENGE:
FRAGMENTED
TEAMWORK, LACK
OF CREATIVITY.

What it solves: Helps *teams function together in a task-oriented way. Thinking outside of the Box.*

Body Focus: *Group movement exercises that enhance nonverbal alignment and unity. Break cognitive stuck patterns.*

Result: *High-performance collaboration and innovation in fast-paced environments.*





CHALLENGE:
UNDERUTILIZED DIVERSE
PERSPECTIVES &
CHALLENGES TO TRUE
INCLUSIVITY.

INCLUSIVITY & DIVERSITY

Unlocking the Value of Unique Perspectives

What it solves: Bias, lack of real inclusion, hidden barriers.

Body Focus: Embodied understanding of how different identities and experiences “show up” in space.

Result: Environment of genuine support and belonging for all team members.



CHALLENGE:
TODAY'S FAST-PACED WORK
ENVIRONMENT, STRESS IS
INEVITABLE.

STRESS MANAGEMENT & RESILLIANCE

Mitigating Burnout & Integrating Physical Awareness

What it solves: *Absenteeism, burnout, high turnover.*

Body Focus: *Breathwork, grounding exercises, body scanning for early stress signals.*

Result: *Improved well-being, enhancing resilience, direct contribution to ROI.*

Measurable Impact

Lower Stress, Higher Engagement: Stress management and emotional intelligence lead to fewer sick days, lower turnover.

Improved Communication & Leadership: Effective feedback and authentic speaking create more empowered teams and stronger leaders.

Greater Innovation & Creativity: Team flow dynamics and inclusivity unlock new ideas and collaboration.

Positive Culture Shift: Body-centered methods create a sustainable change in how people relate and support each other.



NEXT STEP

WHAT ARE YOUR TEAM'S CURRENT CULTURE AND SPECIFIC PRIORITIES?

The Pathways are designed to enhance team dynamics, communication, and inclusivity while unlocking the potential for innovation.

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