

# Skillful Collaboration.

## Learning Journey



# Welcome to the Learning Journey

ici2learn is a French-English play on words meaning "here to learn." At ici2learn, we offer coaching, facilitation, and training services grounded in our values: Connect, Learn, Love, Live!

At ici2learn, we help leaders and teams learn to truly connect and collaborate—so they can deliver results and grow together.

On this Learning Journey, your teams and leaders will learn to create places of 'Skillful Collaboration'.

This enables team effectiveness, cross team synergies and leadership development.

**Before the Journey :** Teams and leaders

often struggle with fragmented conversations, unbalanced decision making, overloaded meetings and unskilled feedback practices. This results in trust gaps, siloed thinking, and misalignment.

**After the Journey :** Teams and leaders will have resonant and empathic conversations, make decisions with shared ownership and commitment, design and facilitate focused, engaging meetings and coach, support, and challenge each other to grow. This strengthens trust, alignment, and team performance.



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# The Opportunity of Skillful Collaboration

Collaboration is one of the most powerful drivers of performance—when we know how to do it well. With the right skills, teams make better decisions, meetings become more focused, people stay engaged, and progress happens with more clarity and alignment.

And the impact is real:



Companies that promote collaborative working are 5 times more likely to be high performing.

Forbes



Teams that collaborate precisely **boost productivity by 39%**.

Institute for Corporate Productivity



Companies that foster teamwork experience **50% lower employee turnover**.

Gallup

When collaboration is skillful, it doesn't just feel better—it works better. It builds trust, strengthens culture, and helps people stay connected and grow.

**Skillful Collaboration is no longer a soft skill—it's both a strategic and operational one.**

## Why This Matters Now

- Hybrid teams need new ways to connect and collaborate.
- AI is shifting what humans bring to work—collaboration is key.

- Psychological safety, clarity, and engagement drive retention.
- Leaders are looking for practical, human-centered development.

# What's Included on this **Learning Journey**

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A series of 4 Experiential Masterclasses.



Direct Learning Applied to current Team / Organisational Challenges.



Individual Skillful Collaboration Assessment.



Work with Expert Facilitators / Coaches.



Quick Scan Team Assessment.



Downloadable work book and tool kit with assignments and frameworks.



4 Team Coaching Sessions.



Optional additional facilitation of Peer coaching sessions.



# The Learning Journey in Practice.

We deeply believe that Team Development journeys are the optimum way of learning Skillful Collaboration.

The typical team journeys that we design and deliver look like this:

- A series of Experiential Masterclasses designed around the four Places of Skillful Collaboration.
- Tailored sessions for intact teams or leadership cohorts.
- Integration of team coaching, peer coaching and reflective learning.
- Direct application to your teams and organizational challenges.

This goes beyond theoretical models. These journeys develop real collaborative skills together.



## Proposed Course Calender (See below)

Schedule	Place	Description	Assignment
Month 1	Skillful Conversation	Explore the art, science and practice of resonant conversations.	Identify individual & team learning goals.
Month 2	Skillful Decisions	Engage in proven collective decision making processes and practices.	Choose and progress a Tough Decision.
Month 3	Skillful Meetings	Create and hold space for engaging and focussed meetings.	Design and Facilitate Work Meeting(s).
Month 4	Skillful Peer Coaching	Support Growth as individuals and as a team.	Create your peer coaching philosophy and stance.

# The Four Masterclasses:

## Content Summary

Our experiential masterclasses are designed to help teams build real capability—by working together on what matters, with the people who matter. Each session focuses on a different “place” where collaboration happens every day.



### 1. Skillful Conversations

Duration: 1 day

Learn to listen deeply, speak with clarity, and think together in ways that strengthen connection and commitment. Explore 7 modes of talking and thinking together, 3 levels of listening, and the emotional perspectives that shape group dynamics.



### 3. Skillful Meetings

Duration:  $\frac{1}{2}$  day

Redesign meetings to have purpose, energy, and real outcomes. Learn how to shape agendas, manage participation, and facilitate content, process, and people—whether in-person, hybrid, or virtual.



### 2. Skillful Decisions

Duration: 1 day

Develop shared decision-making skills rooted in trust, accountability, and clarity. Learn to surface individual and team biases, align authority, and apply practical tools to create decisions people actually commit to.



### 4. Skillful Peer Coaching

Duration:  $\frac{1}{2}$  day

Build trust and mutual growth through peer coaching. Practice giving and receiving meaningful 1:1 and team observations that builds awareness, creates openness, invites curiosity and growth and strengthens the team connection.

# Additional Resources:

## A Starting Point for the Journey

The Skillful Collaboration Team Self-Assessment are individual and the first step in the journey. Each team member reflects individually on how collaboration is showing up in their real, everyday experience—across conversations, meetings, decisions, and peer feedback.

We bring these insights together in a Quick Scan Team Assessment which build a shared picture of the team's current climate. That picture becomes the starting point for our work—helping the team focus, align, and make tangible progress in the places that matter most.

## Team Coaching in the Flow of Work

To ensure the teams work is being impacted, the journey includes four team coaching sessions—delivered not as separate events, but within your real team meetings or working sessions.

This approach helps the team apply what they've learned from the masterclasses directly to their ongoing work. It's a powerful way to reflect in real time, shift behaviours in the moment, and embed more skillful collaboration into the everyday rhythm of team life.

## The Full Journey:

- Recommended duration : 4 – 6 months.
- Available in face to face or virtual sessions.
- Team/Group size up to 15 participants.



# Meet Your Facilitator / Coach : Nick Regan

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Nick is an ICF-certified leadership coach, experienced team coach, and Accredited Professional Dialogue Practitioner with over 25 years of experience supporting corporate teams and leaders.

His passion? Helping teams and leaders collaborate to win—and grow—together. His favourite quote? “If you want to go fast, go alone. If you want to go far, go together.”

Nick’s love for teamwork started early on the football pitch where he first learned that no one wins alone. That insight has shaped a lifelong commitment to teams and working together.

From leading global engineering teams to heading a corporate L&D academy and launching entrepreneurial ventures, he brings a rich mix of business, learning, and coaching experience.

For the past six years, he’s focused deeply on team collaboration—designing and coaching experiential journeys



that surface real team dynamics and strengthen the human-relational skills that matter.

Nick brings a down-to-earth, practical approach, rooted in his core values of learning, camaraderie, creativity, and adventure.

# What Our Clients Are Saying.

“

*I have had the pleasure of working with Nick, and I can't recommend him highly enough. Whether through individual coaching, team journeys, or strategic facilitation, he brings a powerful combination of expertise, deep understanding, and ability to unlock new perspectives.*

*His ability to truly listen, understand needs, and tailor his approach makes all the difference. He don't just apply tools and methodologies—he creates meaningful, results-driven experiences that foster individual growth and high team performance.*

**Hélène Vanneste,**  
Global Head of Applied Innovation at AAK.



“

*Nick created a supportive space for open communication and collaboration, strengthening our team's trust and alignment.*

*His strategic yet practical approach helped us embed a team mission and sharpen our focus through skillful conversations. Nick's sessions were engaging, insightful, and fun, making our objectives tangible and lasting.*

*His calm, curious coaching style, combined with practical tools, significantly improved our team dynamics and performance—Grateful for this experience—thank you, Nick!*



**Marloes van Beusekom,**  
Director Pilot Plant & Labs at Danone Nutricia Research

# What Our Clients Are Saying.

“

*Working with Nick for over a year has been truly transformative. His ability to create a safe, supportive space allows me to explore challenges, gain clarity, and stay focused.*

*We have balanced emotional depth with a sense of fun, leaving me amazed at how much we accomplish.*

*Nick's ongoing support and accountability have helped me reframe emotions as powerful tools, boosting my self-confidence as a leader and enabling me to navigate both personal and professional changes with greater ease. Grateful for this incredible journey!*

**Fabienne Mignonac-Crave,**  
Talent Development Director at Air Liquide



“

*Working with Nick is always a pleasure! As a coach and facilitator, he excels at uncovering unconscious thoughts and behaviors, guiding us to deep insights and concrete actions.*

*Nick's insightful questions and empathetic approach foster reflection, helping us grow individually and as a team.*

*Every session is a transformative experience, shaping us into better versions of ourselves.*

**Liesbeth Feijen**  
Director Adult Tube at Danone Nutricia Research



# Our Learning Approach

*"Between stimulus and response there is a space... In our response lies our growth and our freedom." – Stephen R. Covey*

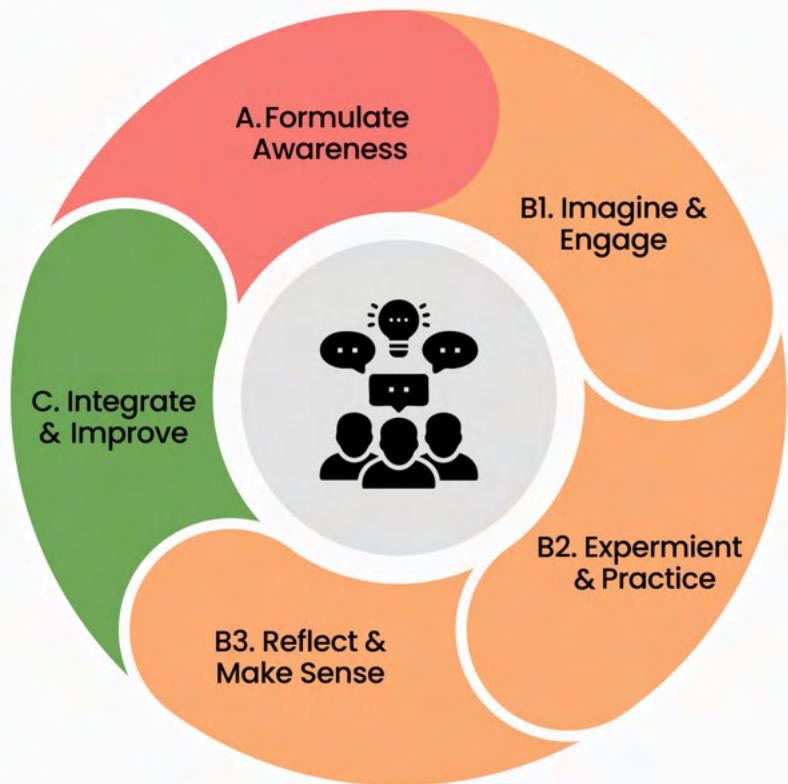
Our Experiential Masterclasses create that space—away from the noise of back to back meetings, deadlines, and distractions—so teams can slow down, reflect, and practice new ways of working together.

Participants don't just learn about collaboration—they experience it with their real teams, on real issues. The learning is team-based, experiential, and unfolds over time—from conversations to decisions to meetings to peer coaching.

It's not (only) about the destination, it's about the journey to get there.

Each 'place' of Skillful Collaboration is composed of:

- A. Preparation work.
- B. Experiential Masterclass.
- C. Follow up actions incl. team coaching sessions.



This is where new habits form, self-awareness grows, and collaboration becomes not just better—but transformational.

# Summary and Impact: The Four Places of Skillful Collaboration

In our masterclasses, teams bring their current issues and explore practical ways to turn everyday interactions into moments of skillful and intentional collaboration.

This will create clarity, connection, and real progress for team effectiveness, learning and team member engagement.

Place	Guiding Spirit	Core Skills Practiced	Best Used to Overcome This Barrier	Impact on Team Climate
 Place of Skillful Conversations	"It's about talking and thinking and listening together."	Active listening, emotional intelligence, perspective-taking, challenging, presence, curiosity.	Fragmented Conversations – when people talk past each other and don't feel heard.	Builds trust, engagement, openness, Psychological safety.
 Place of Skillful Decisions	"It's about making considered and transparent choices together."	Structured decision-making, alignment, inclusion, analytical thinking, creative thinking.	Unbalanced Decisions – when decision-making is unclear, top-down, or lacks ownership.	Increases clarity, accountability, commitment, Performance.
 Place of Skillful Meetings	"It's about engaging and making this time together matter."	Facilitation, focus, time management, energy awareness, flexibility.	Overloaded Meetings – when meetings feel aimless, bloated, or draining.	Boosts focus, alignment, engagement and effectiveness.
 Place of Skillful Peer Coaching	"It's about learning and growing together."	Self-awareness, empathy, active listening, adaptability, curiosity, direct communication, accountability.	Unskilled Peer Coaching – when feedback is avoided, unclear, or unhelpful.	Deepens learning, support, resilience and growth mindset.

# One Page Summary

## Skillful Collaboration Learning Journey.

A practical, team-based approach to building the collaborative skills that enable performance, engagement, and growth.

### Why Skillful Collaboration?

In today's fast-moving, complex workplaces, collaboration is essential—but it is rarely taught. This experiential journey builds the practical, human skills teams and leaders need to work better together.

### Who It's For.

- Leadership / Management teams.
- Functional, Cross-functional or Project teams.
- Talent development cohorts.

### Do you recognize this?

We observe the following in our corporate spaces (places), fragmented conversations, unbalanced decisions, overloaded meetings and unskilled feedback / peer coaching.

### Can you imagine this?

We propose that our corporate spaces, become 'Places of Skillful Collaboration' that encompass our everyday 'working together' interactions:

A place of resonant conversations, balanced decision making, engaging meetings and growth focused peer coaching.



### What's Included.

- 4 Experiential Masterclasses.
- Individual & Team Collaboration Assessments.
- 4 Integrated Team Coaching Sessions.
- Downloadable workbook, tools, and assignments.
- Optional Peer Coaching Facilitation.

### Delivery Format.

- Duration: 4–6 months
- Format: Face-to-face or virtual
- Group size: Up to 15 participants



Ready to explore what Skillful Collaboration could look like  
for your teams?

**Let's start with a conversation.**

**Nick Regan**

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