

Intrapreneurial mindset shift at scale

Client situations

Major EU Oil & Gas: 8 technical leads now own a 'Big Rock' each, acting as founders of internal ventures.

US Energy Player: Partnership for major capex programme needs mindset shift for collective and collaborative ownership.

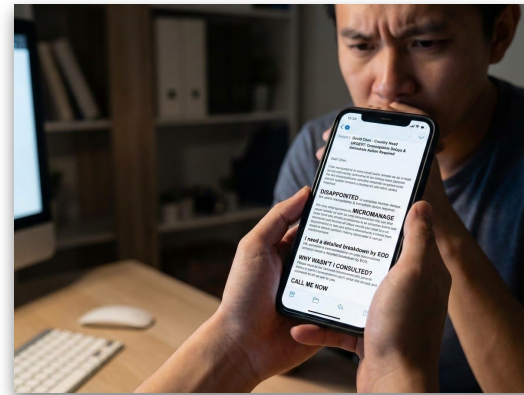
Format

3-5 full-day workshops/trainings

4-6 weeks coaching and journalling

Sessions designed, facilitated and coached by Mikhail Moudrakovski

Showcase of Methods



Political simulation

Live, evolving scenarios using hard questions to find hidden risks and opportunities.



Vision graffiti

Draw and write over others contributions to surface collective meaning.

Other methods used:

Internal Venture Canvas

MBTI / Big 5 personality profiling

Collaborative system design mapping

Ethnographic study

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Impact

~1500

Interfaces affected

Reduced failure risk across critical organisational interfaces by surfacing political and incentive issues early.

+64%

Confidence

In their own ability and the collective team's ability to succeed. Clarity across their roles as builders and leaders.

CXO Strategy immersion offsite

Client situations

Global Events Business: Executives across 20 business units needed to understand a new strategy and activate their teams to execute.

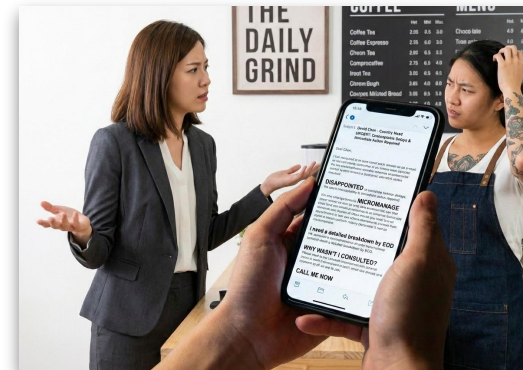
Chemicals Manufacturer: ELT and SLT needed to learn about and align on new ways of working and how to apply them across silos.

Format

3-5 day immersive learning/collaboration session

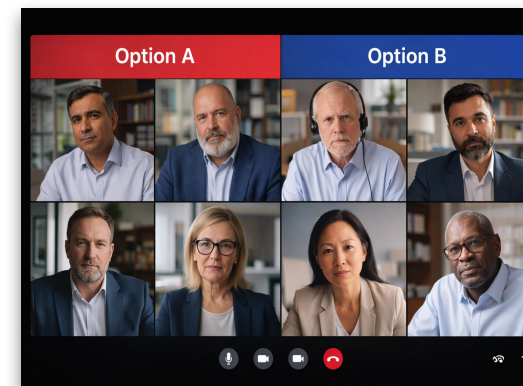
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Showcase of Methods



Environmental Immersion

Use surroundings to learn about and stress-test strategy in the real world.



Forced choices

Binary scenarios force commitment to opposing views, enabling cross-silo empathy.

Other methods used:

Stakeholder simulation

Team activation canvas

LEGO Serious Play

Gamified app

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Impact

“For the first time Agile makes sense and I feel I can now make a bigger impact”

CEO

After completing the Agile immersion programme with their C-suite and VPs

140+

Emails sent

Executives cascade insights, decisions, and direction, making their teams part of the journey and inspiration.

Product accelerator programme

Situation

Major Business Bank: Faced slow launch times and negative customer feedback driven by bureaucratic processes.

Global Life Sciences R&D: Needed to accelerate research, product development, and testing of internal and external solutions.

Format

3-6 days training

+2-4 weeks standup

+2-3 months part-time team coaching and handover

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Showcase of Methods



AI Prototyping

AI tools enable live prototyping and concurrent customer testing.



Teaming teardown

Cross-functional teams dismantle bureaucratic friction together.

Other methods used:

Scrum game

North Star design

Lean Startup

Proposition canvas

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Impact

38%

Faster Launch

Reduced time to launch for new products by 38%, beating competitors by 2 months to market.

-27%

Friction Reduction

Streamlined customer journeys, reducing CX improvement cycle times through iterative problem solving.