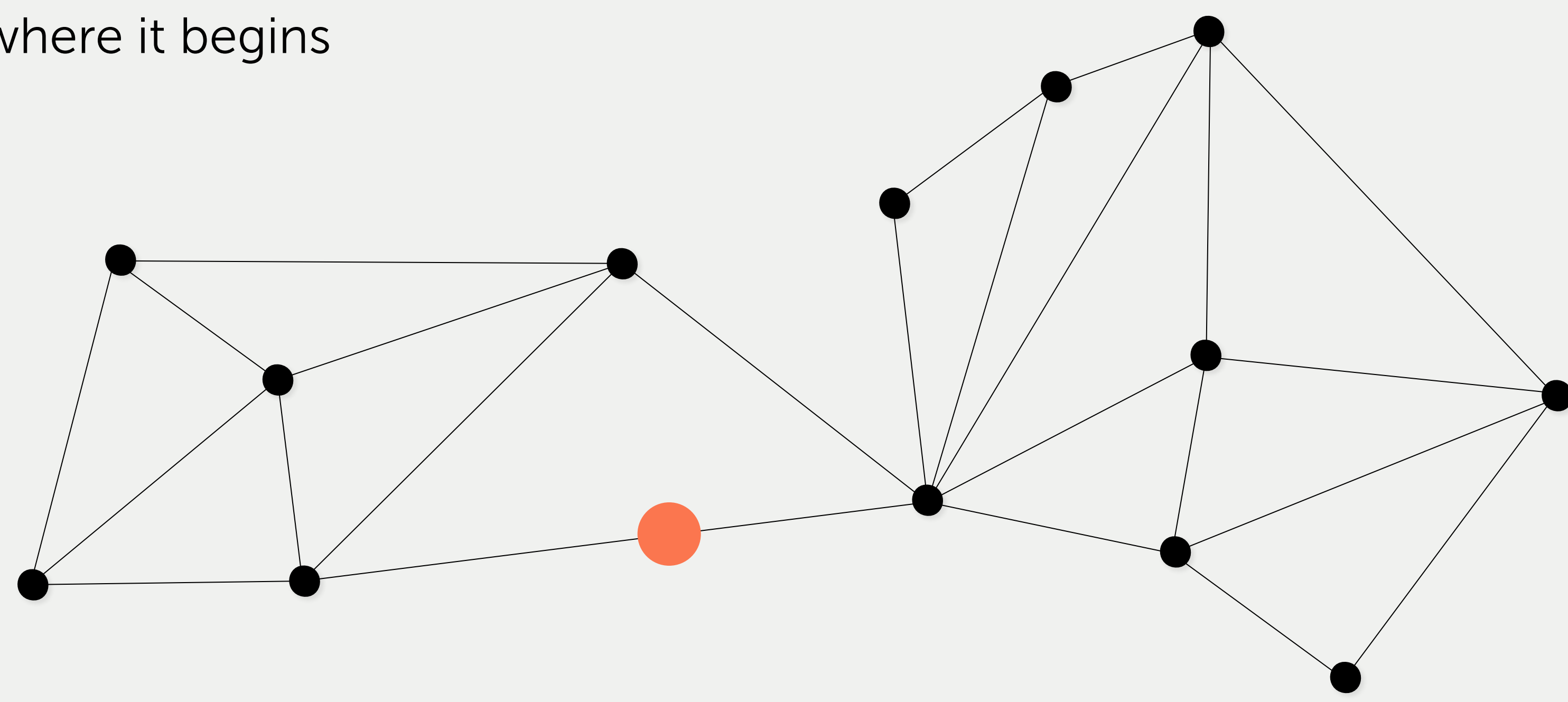


immersing y●yourself: welcome to the mesh

- 01 the story of you & the mesh - where it begins
- 02 understanding invisible dynamics
- 03 the meshworks experience
- 04 spinning red threads
- 05 the right tools to think your way out
- 06 building a memory in the future



Hierarchies are structures in which components have been sorted into homogenous groups, then articulated together. Meshworks, on the other hand, articulate heterogeneous components as such, without homogenizing.

Manuel de Landa

You know how it can take ages to “switch off” when the much anticipated holiday is finally there? I found myself in that situation in the summer of 2012. Despite being surrounded by truly mesmerising mediterranean island beauty and clear blue skies, my mind refused to let go of work. I took issue with the current model of consulting and I craved fresh ideas.

Not even a hard to reach island makes for an insular situation any more - and in stark contrast to that, the traditional model of consulting seemed more disconnected from real people’s experience than ever.

Our new family member, an Ipad, wasn’t the only sign of disruption: everywhere I looked I saw digital tools changing our daily experience - be it in my family, with friends, colleagues at work or our clients globally. There was no denying it: my field of work needed to keep up to stay relevant.

Reluctant to immerse myself in novels, I took *A 1000 years of nonlinear dynamics* by Manuel de Landa to the beach - and it turned out to be just the book I needed. It provided a way to fuse simplicity with depth, and ideas that would eventually turn into mesh.works.

Finding that red thread of thought to pick up and follow turned out to be the best thing I could do to finally enjoy my holiday, too. As de Landa says - all complex systems have a state of flow that emerges and shapes itself. Not only had I managed to relax, my holiday experience also signalled a seachange in the way I would work in the future.

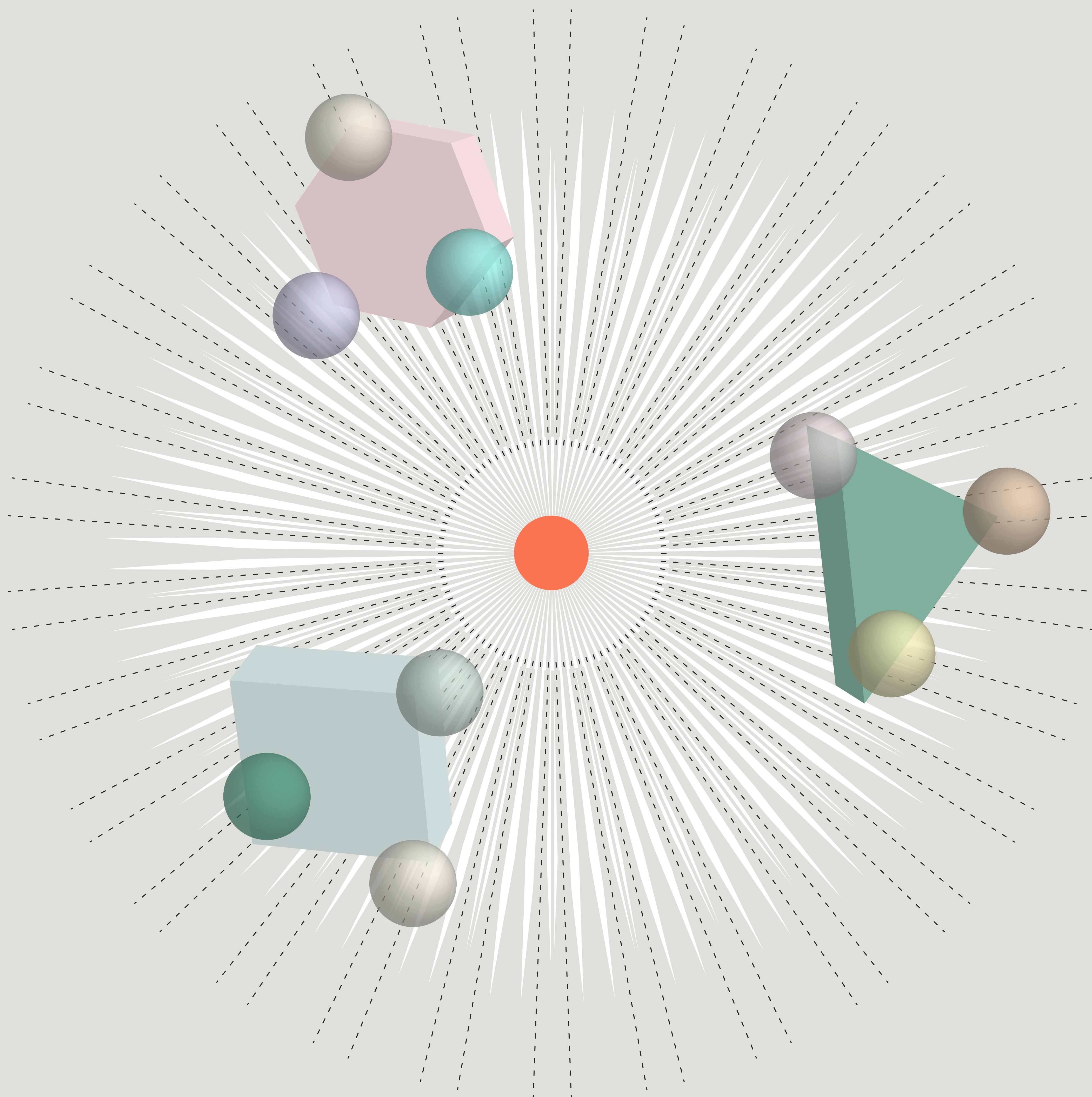
I envisaged meshworks as a practice dedicated to nurturing environments where people can excel in an ever-emerging and complex world. After a long process of synthesising perspectives and working against prevailing attitudes in a deterministic and linear world, mesh.works now truly helps clients evolve.

In order to be ready for the next 30 years of client challenges, we wanted to build a dynamic business model. Nearly three years into the process, mesh.works has become part thinking-practice, part consultancy, part design agency and part digital transformer.

We are now a connection hub of specialists, people interface builders, information architects, creative catalyst for people processes and tools, sparring partners, content inspirers, disruptors, deep listeners as well as culture shakers and much much more. **IR**

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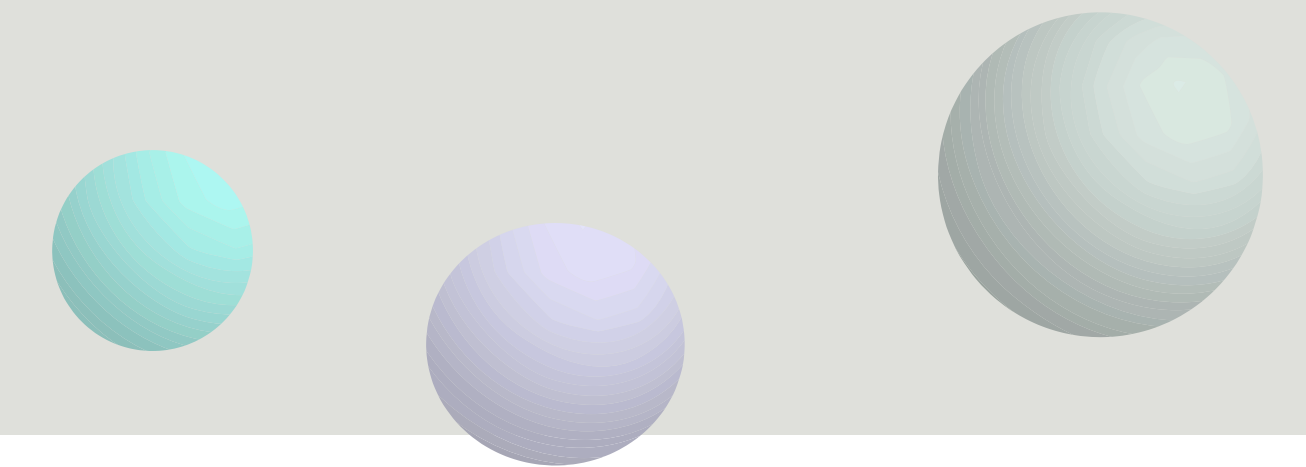
understanding invisible dynamics



The organisational twirl

The twirl stands for the way organisations deal with interrelated dependencies, networks and connections in an environment full of volatility, uncertainty, chaos and ambiguity (*VUCA*).

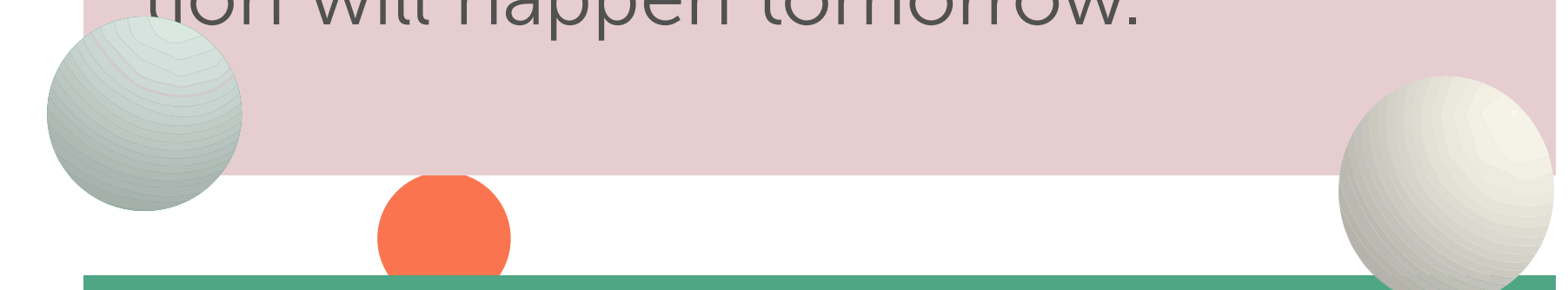
The emerging frictions and dynamics are where mesh.works is in its element. We help to visualise the maps needed, experiment and iterate your output and unravel a way forward.



Personal forces

People in the twirl need to find the ideal interfaces between *family*, *friends*, *work colleagues*, *peers* and their *network*.

Your job in the twirl is to grow people capabilities so they can visualise their realities, get inspired, find brain food and play with new ways of working. Without space to think and act, a relentless twirl results in static behaviours. It reinforces itself by sucking out energy and stopping people from painting a picture of where innovation will happen tomorrow.



Organisational dynamics

Culture, *structure* and *strategy* all contribute to an organisational flow. In the twirl, the organisation is a living idea with a blend of yesterday, today and tomorrow.

Curate a new idea, mesh an old idea with a new one and provide space for it to flow into a new organisational structure.

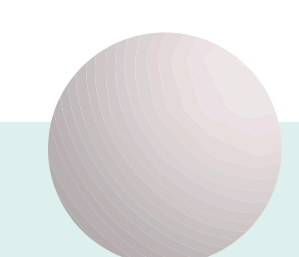
No matter how you do it - courage, confidence, deep listening, compassion and the curiosity to feed your ideas with new content is how we accompany you.



Playing a role

All external and internal dialogue happens in the roles that interplay between *power*, *resources* and *tasks*. We compile these voices to assist you in discovering the right changes to be implemented hands on.

Experience shows that roles have their own common sense and biased rationality. By lowering the level of gravity in the twirl, our roles come to life and show us how much is known about what we are truly thinking, feeling and wanting to express.



A self that goes on changing is a self that goes on living.

Virginia Woolf

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Any intelligent fool can make things bigger and more complex, but it takes a lot of courage to move in the other direction.

Albert Einstein

Valuing profit over intellect means sacrificing longterm vision for short term gains. Just fixing one part has never repaired the whole, and it never will. The world needs a change of mind, and we want to be part of that and also ensure our clients get the outputs they desire.

Wherever you are, whatever your field of work, chances are you have already felt the impacts of transformation, digitalisation and granulation of reality. The momentous shifts in our environment and workplaces are disrupting and challenging the very nature of what we want to be and where we will head next.

For too long people have been trying to use tools for *complicated* issues to fix highly *complex* ones, only to find that this simply doesn't work.

To get out of this fix, we need a fundamentally different approach. The toolbox that got us here today doesn't contain tools for building the workplaces of tomorrow - and that is why the mesh.works experience is centred around developing new tools, adapted to you and your people.

Equipped with those, you are able to find out what experiments and exploration will make you happy.

Our role as outsiders is to build these tools together with you and to co-develop a hybrid way of working through living dashboards. The resulting community creates new content and will be the rule breaker and changemaker of tomorrow.

Pre-determined ideas have an expiration date. We want **you** to experience an ever evolving place where people don't get caught up in their internal stories.

The impact of sensing, experiencing and experimenting leads to people joining the dots anew, nudging current behavioural patterns into new ones and asking the key questions.

Our practice inspires and enthuses your people from both the inside out and the outside in. We tap into the knowledge of the world around us and help you discover the talents of your own people. Together with the right people outside *and* inside, you gain valuable understanding and actionable ideas for how to proceed strategically - ideas by people, for people.

So whatever it is that brought you to us, it all begins with checking in with the reality of your people and their nature of work. Throughout the mesh.works experience, new memories in the collective intelligence appear; what remains is getting it done and making it real.

complex
meshworks

04
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That thing the nature of which is totally unknown to you is usually what you need to find, and finding it is a matter of getting lost.

Rebecca Solnit

Mapping realities and uncharted territories lies at the heart of mesh.works: We have spent 1000s of hours gamifying processes and mapping workplace realities and territories.

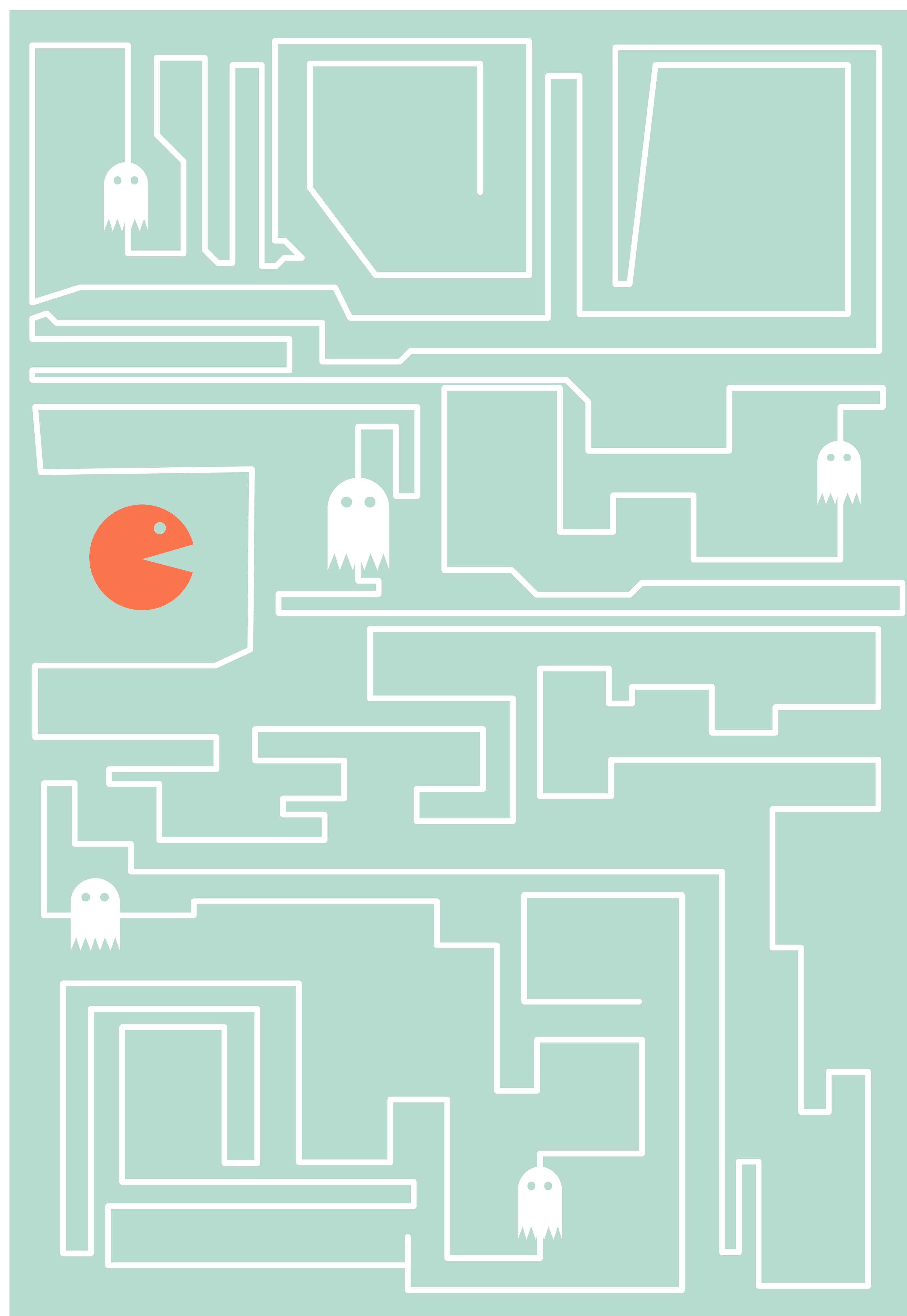
In 2012, we decided to take a team on a 10km walk through the East End of London. Equipped with a few simple design tools and using interesting locations to play thinking games, that experience gave birth to Walkshops - a platform to map old realities as well as to discover and design new territories.

Today, Walkshops have evolved into a key experiential and reflective tool for many of our clients as they continue to go from strength to strength.

This is just one example of how our products and tools emerge. There are no off-the-shelf approaches and one-size-fits all solutions at mesh.works. We look for the over-thinkers and shape-shifters to engineer thinking games, prototypes and experiments for you, your teams and your organisations.

Everything we do is participatory: We bring diverse generations and minds together and evoke the confidence to raise the game - for a workplace that serves all and not just the few.

For us, a job well done means getting you to a point where you no longer need us!



the right tools to think your way out

**me & thinking -
understanding myself**

In this area, it is all about you and the way you think about yourself.

We help you find the coordinates of your current situation, so you can extract the tools needed for the first steps towards the kind of transformation you want.

**thinking & others -
understanding others**

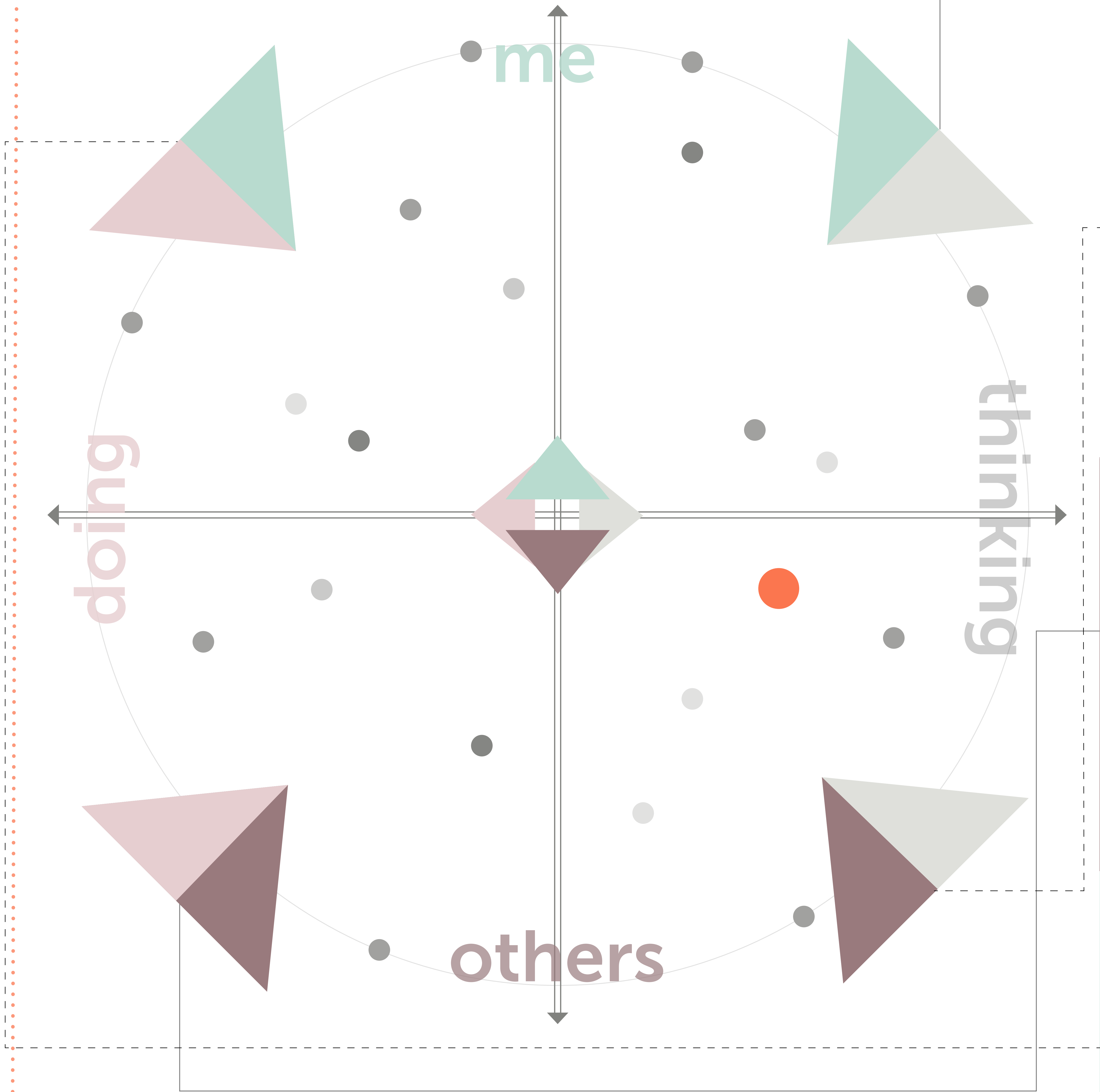
Taking the current rate of population growth, the complexities of the networked and matrixed society will increase. Dealing with these complex structures is a must. We co-build living and working interfaces and ensure there is space for understanding human behaviours.

**doing & others -
transforming others**

If you want others to experience a genuine transformation, you need to be engaging, inspiring, intellectually energizing and enriching for your people's minds. Radical transformation can be a fast or slow evolution - but we make sure you will get there in the end.

**doing & me -
transforming yourself**

Here you experiment and find your way to where you need to be. We ensure the task is emotionally big enough to anchor the transformation in your reality and there is space for the feedback loops to express yourself and take action on what you discover on the way.



● Find yourself. We'll help you find the right tool.

building a memory in the future



Building memories in the future means to visualise and recombine past events with current insights and possible Aha!-moments of tomorrow.

Our aim is to instill new ways of looking at the world and help lay new neural pathways.

mesh.works is dedicated to transforming the world of work so people find the time and space they need to think and listen deeper.

We really hope you enjoyed our ramblings and that the ideas behind mesh.works struck a cord. Ideally, you want to continue thinking and ideating with us in the limitless realms of the mesh.

If so, do stay in touch:

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**be simple. think people*