

WORKSHOP - COLLABORATION

THE KARMA BANK METHOD

Make the invisible give- and-take in
your team visible.

*Every team
runs an
account
nobody
sees. Until
it's empty.*

WHAT IT'S ABOUT

A team workshop that surfaces who carries the team, who drains it, and who gets overlooked, plus a simple ritual that brings giving and recognition back into balance, with no tools and no extra overhead.

IS THIS WORKSHOP FOR YOU?

- 1 The same few people always carry the load, and everyone knows it.
- 2 Contributions go unseen and unthanked, and quiet resentment builds.
- 3 Under pressure, 'we' quietly turns back into everyone for themselves.

Typically: cross-functional & agile teams, leadership teams, project teams under load

WHAT WILL BE DIFFERENT

- A team ritual you keep running on your own.
- Visibility for quiet contributors, before they burn out or leave.
- Less hidden resentment, more mutual support under pressure.
- Ownership grows because contribution becomes visible to everyone.

WHO IT'S FOR

Cross-functional and agile teams, leadership teams, and project teams under sustained load.

TRUSTED BY

A Global Technology Group

FORMAT & PACKAGES

Compact Professional Intensive
Curious? Write to us: gruezi@ameliorate.ch

CONNECT



Built on

Reciprocity norm;
psychological safety
(Edmondson).

Guided by

- Contribution before recognition.
- Appreciation before exhaustion.
- Giving creates trust.

Every ameliorate
program helps
organisations see more,
own more, and achieve
more together.

