

AWAIR



# Proposals for the new millennium

Engaging people in the transformation

# Our Story



2019

awair is included in the “400 growth leaders” by Sole24Ore and in the FT1000 list of fastest growing European companies.

2018

awair and 3MinuteMile, Hogan’s distributor in UK, merge, expanding further the international presence. the Paris office grows.

2017

awair starts the international expansion. the distributor agreement with Hogan includes France and Spain.

2015

awair become Hogan Assessment Systems’ official distributor for Italy: it’s the beginning of the Hogan adventure.

2012

awair is born in Milano. the mission is to provide consulting services for talent management, leadership and team development.

## Proposals for the new millennium

In June 1984 Italo Calvino was invited by Harvard University to deliver the Charles Eliot Norton Poetry Lectures. It was not easy for him to define the topic he was going to address, but, in the end, the work which came out of that has become a cult book for writers and the literary crowd. The lectures were supposed to be 6, but he never delivered them, because he died of a stroke with 5 lectures written and his luggage ready for departure. Originally written in English with the title “Six Memos for the Next Millennium”, they were published posthumously, in Italian as “Lezioni americane. Sei proposte per il prossimo millennio”. What are these “proposals”? Calvino says he wants to talk about “values or qualities or peculiarities of literature I hold dearest, and try to put them in the perspective of the new millennium”. That is, our own. The five lectures he managed to write, focus on the concepts of *lightness*, *quickness*, *exactitude*, *visibility*, *multiplicity*. The sixth, which he was supposed to write while at Harvard, would have been about *consistency*.



It is certainly tempting to fantasise around the fact that these concepts could easily show up in the values of a digital start-up or in the presentation of an artificial intelligence app. More seriously, the “American lectures” are a source of inspiration for two reasons. The first is the question “what do we want to bring with us in the next millennium?”. The second is the quality of thinking which shapes the writing, a non-linear one, which proceeds by connections, sometimes paradoxical. Towards the end of *Lightness*, Calvino says: “I have woven a lot of threads into this talk, haven’t I?”. The word “network” was not so ubiquitous back then, but the concept is there. In other places, he admits that is not so easy to draw a definite conclusion. But that is not the point, the point is to get the thinking going, the mind running its course.

Clearly, in an imaginary contest for the title of “First Year of the Second Millennium”, year 2000 doesn’t stand a chance against 2020. So, now more than ever, the question “what do we want to bring with us in the next millennium?” is appropriate. And we can certainly let ourselves be inspired by a non-linear type of thinking, which sets the mind in motion and does not chase clear cut answers.

## Feed the mind

Our “Proposals for the new millennium” are experiences out of time, far from the noise of the street.

Moments in which we can broaden our perspective and expand our horizons, feed our mind with positive ideas, regenerate our batteries and open new possibilities. Moments of reflection, dialogue and listening.

We will experiment with the virtual medium how it is possible not only to promote thinking, but also “sensing”, establish a more intimate, empathic relationship with ourselves and others. We will use not only words but also drawings, and even physical movements. The point is to allow ourselves to let go of old, limiting mindsets, to discover individual and collective resources we didn't know he had.

Because the discontinuity has caught in the middle of the journey and we can decide to live it as an opportunity to wonder again.



## Engage, co-create and grow

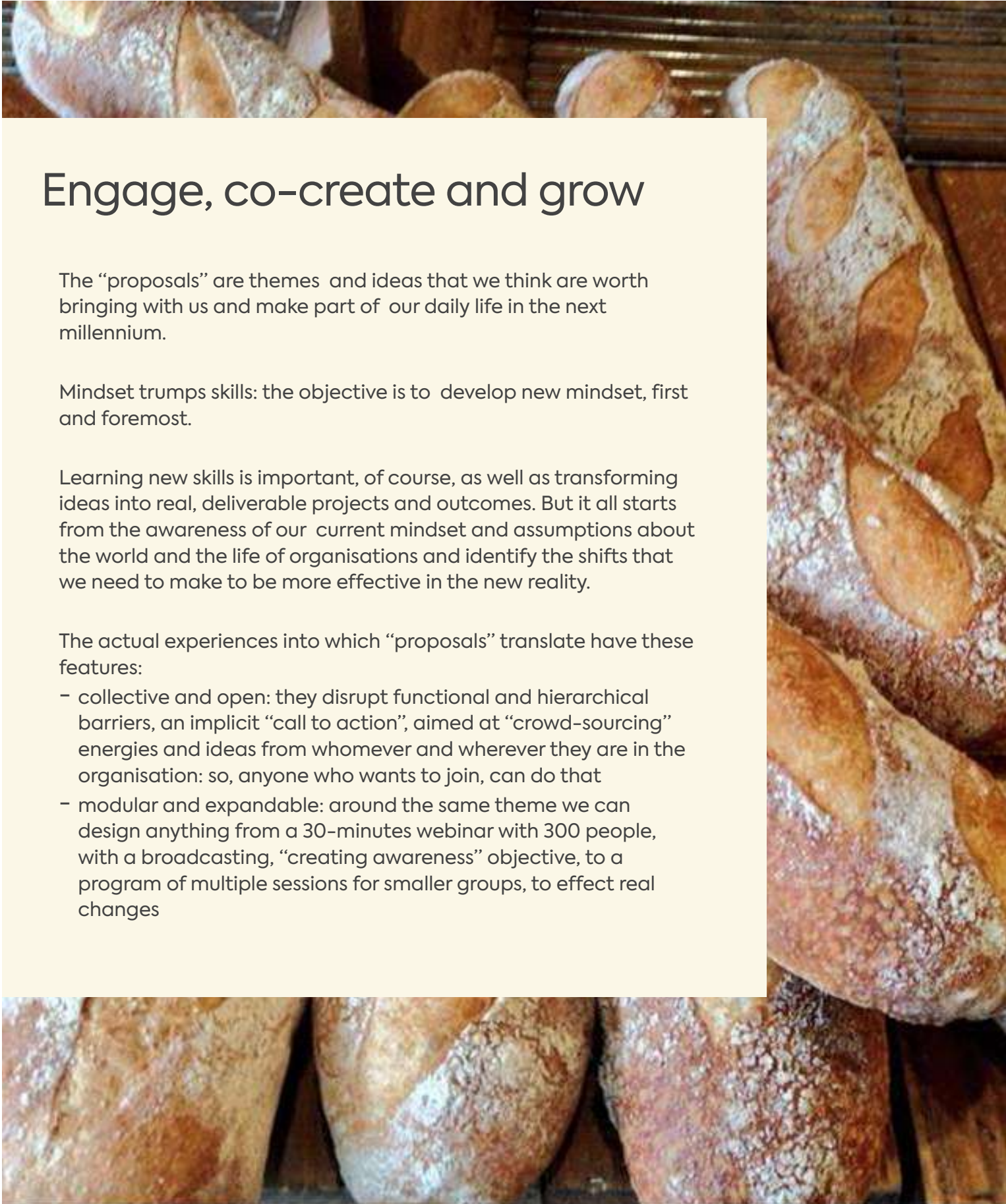
The “proposals” are themes and ideas that we think are worth bringing with us and make part of our daily life in the next millennium.

Mindset trumps skills: the objective is to develop new mindset, first and foremost.

Learning new skills is important, of course, as well as transforming ideas into real, deliverable projects and outcomes. But it all starts from the awareness of our current mindset and assumptions about the world and the life of organisations and identify the shifts that we need to make to be more effective in the new reality.

The actual experiences into which “proposals” translate have these features:

- collective and open: they disrupt functional and hierarchical barriers, an implicit “call to action”, aimed at “crowd-sourcing” energies and ideas from whomever and wherever they are in the organisation: so, anyone who wants to join, can do that
- modular and expandable: around the same theme we can design anything from a 30-minutes webinar with 300 people, with a broadcasting, “creating awareness” objective, to a program of multiple sessions for smaller groups, to effect real changes



# 03 | The proposals

## Mindsets for Change

become aware of the mindsets which hinder learning and replace them with more constructive ones (knower/learner, victim/player)

## Ego vs Eco-Mindset

develop a systemic mindset, which facilitate the emergence of innovative, sustainable solutions

## Adaptive Decision-Making

harness the power of collective intelligence, listen to feedback and revise decisions

## Deep Listening and Empathy

bring a meditative quality into our listening, develop empathy and compassion

## Difficult Conversations

learn how to discuss what matters most: thorny, emotional issues which touch us deeply



## Diversity & Inclusion

recognise and overcome “unconscious biases” to develop an inclusive mindset

## Strategic Networking

cultivate relationships more strategically, to become a broker of ideas and resources

# 03 | The proposals

## Political Savvy

navigate the political dynamics of organisations to influence ethically and responsibly

## Trust

recognise the rational and emotional aspects of trust and improve the ability to build and maintain trust

## The “Who Am I” Story

use storytelling techniques to communicate a compelling personal vision

## Leverage on Values

increase awareness of what’s really important for you to accelerate the achievement of personal and professional objectives

## Manage Energy, Not Time

learn how to take care of your physical, emotional, mental and spiritual energy and regenerate it

## Talent & Self-Realisation

discover your true talents and most rooted passions to realise your full potential through self-awareness, curiosity and discipline



## Resilience & Optimism

increase the ability to recover after a crisis or setback and develop a positive orientation towards the future

## The Miracle of Presence

cultivate awareness of thoughts, emotions and bodily sensations to better deal with stress, boost performance and live more happily