

The Team-Dojo

Space to talk, to address conflict, and to work better together

Fast growth and constant pressure take their toll on how a team works together: roles blur, decisions take too long, and important issues never get addressed. When that turns into open conflict, it gets expensive and the team suffers. Preventing this early and systematically requires a lasting framework.

The **Team-Dojo** is that framework. Over the course of a year, your team works through the issues that matter and brings conflicts into the open. Roles and values become clearer; communication and conflict handling improve. Throughout, I am your team's consistent point of contact.

ONE PROGRAMME, THREE BUILDING BLOCKS

1

Opening workshop

A full-day workshop with the whole team. Typical topics: roles and responsibilities, shared values, how decisions get made, and whatever is currently on the table.

Afterwards you receive a written summary of what the team agreed on.

2

3 × team review

One fixed date per quarter, half a day each. Time for topics that get squeezed out of everyday work, and for addressing conflicts before they escalate.

3

10 hours as needed

A flexible pool of hours for whatever comes up during the year: conflict mediation, individual conversations, additional reviews, facilitation. When something is urgent, you get priority scheduling, usually within two weeks.

Scope: teams of about 5–10 people. In German or English. On site or online.

TERMS

TEAM-DOJO ANNUAL PROGRAMME

€1,900 + 12 × €400

per team, plus VAT where applicable. €6,700 in total over twelve months.

The opening workshop is invoiced when the agreement is signed. The monthly instalments only begin once you decide, after the workshop, to continue with the annual programme. Booked separately (one workshop day, three half-days, ten individual hours), the same services would come to €7,700. Prices apply to sessions held online or at your premises; travel and venue costs are charged at cost.

HOW TO START

You sign the annual agreement; initially only the opening workshop (€1,900) is invoiced. After the workshop you have two weeks to decide whether to continue. The remaining services and the monthly instalments begin only once you confirm.

Next step: a 30-minute online call to see whether the Team-Dojo suits your team.

CHRISTIAN VON BAUMBACH

Mediator, supervisor and trainer, specialising in organisational and intercultural mediation. Certified under the German Mediation Act and by the Bundesverband Mediation (BM) and the Qualitätsverbund Mediation (QVM); IMI Certified Mediator; supervisor (Steinbeis Academy); trainer (IHK). Since 2016 I have helped people in organisations hold the conversations that matter, make considered decisions and work together better. I work internationally, with partners in Singapore and as a listed non-resident mediator with the Japan International Mediation Center in Kyoto. I studied Japanese, lived in Japan for six years and have practised Aikido for 25 years (3rd dan). That is where the idea for the Team-Dojo comes from: a space to practise, improve steadily and grow together.