COCOONERS

N°17 - SEPTEMBER 2025 | MAKING IT HAPPEN

STAY HUMAN

OUR STORY IS YOUR STORY

Engaging the whole system to redesign collaboration

This is the story of an international organisation that works to guarantee for children, especially those in the most vulnerable situations, the right to health, education, protection, and a better future. It has decided to invest in the people who work every day to achieve its mission. It's done so by involving the system ...

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FROM THE FAMILY

Growing mutual care, one difficult conversation at a time

The dinner table falls silent. Another family gathering where politics became poison, where generational divides carved canyons between hearts. The boardroom isn't much better. Another "alignment meeting" has devolved into polite warfare, where teams fragment and innovation dies in competing agendas.

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LIVE FROM THE ECOSYSTEM

Human+AI: raising the signal for the work ecosystem

Superlatives often dominate the current conversation around artificial intelligence. There are reasons for that: studies commissioned by Google, for example, estimate that generative AI could add €1.2–1.4 trillion to the EU's GDP—an 8 % boost in a decade, and more than six in ten jobs are expected ...

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WHAT'S UP

Oh, the ado about intelligence, these days! One more "artificial" thing to deal with. What do we deem intelligent, though? And wise? Just this morning, another friend of mine was sharing with me his concern about how we are using these new digital tools. Many of us can now carry out twice the work in a day, or more. Is the result that we work fewer hours and wisely use the time gained? Nope. We are working even more hours, running even more. We run after this idea of productivity. The more we can do, the more we feel the pressure to increase our effort. Yet, the density of living lies in the depth of our presence, not in the speed of our actions. The faster your days race, the more your mind and body will need time to rest and heal. In the end, you won't have accomplished more—you will only have been more distracted.

Should we blame it on technology, on artificial intelligence? Or is it our latest alibi? It seems to me that today, "intelligence" is how we call the speed at which we can avoid sitting with ourselves. We are building this technology to think faster than us, then we forget that the most important decisions happen in the pause between thoughts. And they are not about the fastest route to the destination, they live in the pondering of whether we should go there at all. Wisdom means feeling the earth beneath your feet before deciding your path. It is the resonance between the mind and the world, a knowing that is felt as much as it is thought. It is the quality of our presence in the face of what we do not know. And it refuses manufactured urgency. Intelligence is often the ability to solve problems that wisdom would never create. Wisdom doesn't scale; it deepens. The more we rush, the less we understand. We chase faster answers. Shall we pause and reconsider our questions?

STELIO VERZERA

Wisdom is presence without distraction, clarity that needs no explanation. Being human is wise. Let data guide, yet let presence lead. Pair sharp minds with deep seeing and courageous restraint. Smart tools can count everything, propose anything — now let us choose what matters.

How Small Shifts Shape Big Change

Too often we underestimate the power of small, intentional choices. But when we see them in action, they work like magic. There's a story I love that captures this beautifully. It's the perfect metaphor for transformation in people and organizations.

In 1995, a small group of wolves was reintroduced to Yellowstone National Park after nearly 70 years. It seemed like a minor adjustment. But what followed was extraordinary.

The presence of the wolves changed the behavior of deer, who had overgrazed open valleys for decades. As the deer began to avoid certain areas, vegetation returned there. Trees grew taller. Birds came back. Beavers found the wood they needed to build dams. These dams created ponds, which attracted fish, otters, and ducks. The new vegetation stabilized riverbanks. And then the rivers changed course, becoming more stable, meandering less, reshaping the landscape.

A chain reaction, all triggered by a small reintroduction.

Because when a key element returns to its place, everything else can start to realign. Not instantly. Not loudly. But deeply.

When I work with teams and leaders, I often hear the need for big moves: bold plans, total redesigns. But often, true change begins in subtler ways. A different kind of listening. A new rhythm of meetings. A braver question. More openness. A smile.

These are the kinds of interventions that, while apparently minor, ripple through the ecosystem of a team or a life, reshaping behaviors, beliefs, habits, trust, and of course unlocking performance.

CLAUDIA PELLICORI

So the next time you feel stuck or overwhelmed, ask yourself: What's the "wolf" I need to reintroduce? It might just change your river.

Cocooners - n° 17 - September 2025

History seems to confront us, time and again, with familiar patterns Until we eventually recognise our "mistakes" and choose to change course. In some of today's most pressing events, it appears we have yet to overcome certain deep-rooted, ancestral dynamics. Unfortunately. With the arrival of AI in our lives, we now have the opportunity to avoid stumbling over the same stone. Most arguments in favour of it revolve around the idea of a "tool" that will significantly assist us as humans, giving us more time to produce more, and better. Of course, this is already quite evident. But once again, improvement and progress appear to serve—just as they did in the 20th century—to make us work more, produce more, and most likely, increase our levels of stress and push ourselves even harder. Even in leisure, there is pressure to do many things in little time, to seek overstimulation, to make the most of every moment. Despite the growing "Slow" movement, born in the 1980s as a reaction to "fast food" and later expanded to other fields, we still fail to grasp that exploitation—now often self-exploitation—of our time remains one of the dominant patterns of this era. The compulsion to fill every moment, to "think fast" as Kahneman described, and the lack of space for depth, for more thoughtful and authentic relationships, for pauses that allow regeneration, for connection with our world, for creativity ... once again throws our nature off balance and distances us further from a kind of well-being that is as natural as it is, in many cases, unattainable. Let us give space to pause, to "doing nothing"; the brain needs rest in order to regenerate and become more creative and agile. Let us spend our time "thinking slowly". Let us not repeat the pattern. We are at a crucial moment in history, one that will shape the future. Perhaps thinking in terms of "Slow AI" could be a good first step.

What do you think?

IÑAKI PÉREZ

We are whole beings made of profound emotions and formidable intuitions, capable of communicating through movement and the body. We breathe, we smile, we are happy and sad; we can think, decide, and embrace. Yet, we often present a reduced, controlled, and tamed version of ourselves. At school and at work, the rational part takes over, the body is confined to predefined patterns, and the capacity for movement and expression is limited. There is no space for emotions and intuition. In this way, we spend most of our lives.

What if we consciously and deliberately chose to inhabit every moment with presence and intention to always be whole? It is our responsibility to always be the best version of ourselves, and this attitude is cultivated day by day, one step at a time. Let us begin to bring every part of ourselves into every moment we live without fear and with joy.

We practise harmony to unite, to bring together, and to align. We learn to feel without judgment, to move with presence, and to transform divergent opinions into connection. Practising harmony is a powerful, concrete, and rooted experience. It is a space where the energy of another is not a threat but an opportunity, where one can lose balance to regain it, where accepting means welcoming with a smile, where feeling expands and surprises us. It is not simple to choose to be whole. Sometimes we fall, sometimes we take risks, and occasionally, we take a step back. But it is precisely this imperfection that makes the journey so precious.

Harmony is a constant practice, a training that requires time and patience, but makes every gesture fertile. It means learning to dance as a single organism. It means living as whole human beings. Always.

ALESSANDRA CIANCHETTINI

WORK HARD. PLAY HARDER

SOME OF OUR HIGHLIGHTS FROM THE LAST YEAR

KEY INITIATIVES

- 1 BEAUTIFUL WORK WEEK
- 1 GLOBAL SERIOUS GAMES FEST
- 1 ACTION RESEARCH PROJECT

CP CORE TEAMS

- 7 ACTIVE CORE TEAMS
- 10 PEOPLE INVOLVED
- 2 COUNTRIES INVOLVED

CP OPEN GOVERNANCE

- 4 NEW CONTRIBUTORS
- 4 PEOPLE SHIFTS
- 4 COUNTRIES INVOLVED

TALKING ABOUT US

FORBES ITALIA

LAMA

DUAL COMMUNICATION

FROM THE FAMILY

We are glad to share the pages of this issue of Cocooners with the Facilitation Academy Nexus, the newborn point of reference in Europe for the development of deep facilitation skills.

GROWING MUTUAL CARE, ONE DIFFICULT CONVERSATION AT A TIME

FAN
Facilitation Academy Nexus

facilitation.nexus

The Great Unraveling

The dinner table falls silent. Another family gathering where politics became poison, where generational divides carved canyons between hearts. The boardroom isn't much better. Another "alignment meeting" has devolved into polite warfare, where teams fragment and innovation dies in competing agendas.
Sound familiar?

We're living through the great unraveling of human connection. In neighborhoods where neighbors no longer speak. In communities fractured by ideology. In organizations where silos have become fortresses and collaboration has become a buzzword nobody believes in.
Welcome to the BANI world: Brittle, Anxious, Non-linear, Incomprehensible. Where old scripts for human interaction have expired, but new ones haven't been written. Where a single conversation can build bridges or burn them down. Here's what experts won't tell you: the future doesn't belong to those with the best arguments or smartest algorithms. It belongs to those who can hold space when everything falls apart. When org charts become confetti and five-year plans become five-minute scrambles. The question isn't whether difficult conversations are coming. They're already here. The question is: who will help us navigate them with grace?

The Hidden Art of Human Alchemy

There's an ancient art hiding in plain sight. It's not therapy. Not mediation. Not even conflict resolution. It's the art of growing mutual care, one difficult conversation at a time.
Think of it as human alchemy. The ability to transform discord into understanding through skill. The skill of creating conditions where people can be heard, truly heard, even when they disagree.
This isn't about finding common ground—sometimes there isn't any. This is about helping people stay connected to their humanity even when they can't connect to each other's ideas.
Every parent navigating teenage rebellion needs this skill. Every community leader facing polarization. Every CEO trying to lead through uncertainty. Every team leader bridging generational workplace gaps. Every project manager discovering that technical solutions mean nothing without human buy-in.
Modern leadership isn't about having all the answers. It's about creating conditions where right answers emerge from collective effort.

The Care Revolution

Here's where it gets revolutionary. The most resilient communities won't be built on agreement. Neither will the most innovative organizations. They'll be built on something our fractured world has forgotten: mutual care that transcends difference. Not superficial "we're all the same" care. Real care. The kind that shows up when your neighbor's politics make you cringe but their house is on fire. When your team member's approach drives you crazy but the project depends on their expertise. This quiet revolution is happening in living rooms and community centers, schools and support groups—and increasingly, in forward-thinking organizations. One difficult conversation at a time, people are discovering their role isn't to change minds or enforce compliance. It's to create conditions where hearts remain open even when minds are made up. The families that master this will weather any storm. Communities will find strength in diversity rather than fracture along fault lines. Organizations will discover that psychological safety isn't just nice-to-have—it's the foundation of creativity, agility, resilience, performance. While others retreat into echo chambers, these groups discover collective wisdom that emerges when people feel safe to bring their whole selves to conversation.

The Nexus of Transformation

Into this landscape we step as something unexpected. Not another expert promising easy answers. Instead, a nexus—a meeting point where the ancient art of holding space meets urgent needs of our BANI world.
The Facilitation Academy Nexus represents something different: recognition that growing mutual care isn't a technique learned in a weekend workshop. It's a practice cultivated through patience, humility, and guidance from those who've navigated the most difficult conversations with skill and grace.
This isn't about becoming a professional facilitator—though some will. This is about developing the capacity to be a connecting presence in a fractured world. To guide families through staying connected across differences. To help communities find their way through complexity together. To enable organizations to tap collective intelligence rather than fragment into competing factions.
Growing mutual care, one difficult conversation at a time. This isn't just a mission statement—it's recognition that the future of human connection, community resilience, and organizational effectiveness depends on our willingness to show up for conversations we'd rather avoid.

While others cling to outdated playbooks and wonder why nothing works anymore, some are quietly mastering the one skill that will determine who thrives and who gets left behind. The care revolution is already here.

COCOON PRO WEB HIGHLIGHTS

Serious Games System (SGS): What is it, where does it come from, and who is it for?

Sprouting from a decade-long collaboration and deeply grounded in years of action research and experimentation at international ...

Developing Successful Organisations: The Key Role of the Facilitator

"Perfection is not attainable, but if we seek perfection we can achieve excellence." - These words, generally attributed to Edward Deming, are often what makes the difference ...

To learn how to facilitate, you need to dive in

Has anyone ever learned to swim by reading a book? We believe that the shared answer is: no, it is not possible to learn to swim without getting into the water, ...

www.cocoon-pro.com

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OUR STORY IS YOUR STORY

ENGAGING THE WHOLE SYSTEM TO REDESIGN COLLABORATION

SOME DATA

3 LARGE GROUP INTERVENTIONS

100+ PARTICIPANTS

7 WORKING MONTHS

This is the story of an international organisation that works to guarantee for children, especially those in the most vulnerable situations, the right to health, education, protection, and a better future. It has decided to invest in the people who work every day to achieve its mission. It's done so by involving the system in a process of development in the area of cross-collaboration.

CROSS-COLLABORATION

Save the Children operates as a fast-moving, multi-country organisation where field reality, programme design, fundraising, and operations intersect daily under real pressure. One major internal challenge they are facing today is to evolve cross-collaboration, adopting virtuous and effective behaviours and habits that help individuals, teams, and departments interact in an optimal way. To truly evolve cross-collaboration, we cannot stop at improving tools and processes; we must also include people, on a relational and cultural level. For this reason, they have chosen to apply our socio-technical approach.

WHOLE-SCALE CHANGE

To ensure that the system participates in the evolutionary process, we have once again decided to adopt the Whole-Scale Change methodology. It convenes a critical mass of the whole system in one action-learning conversation, aligning strategy, structure, and culture simultaneously—unlocking the organisation's collective wisdom. WSC has generated shared understanding, sense of belonging, and widespread responsibility. It has accelerated the cycle time of change and deepened commitment, converting alignment into sustained implementation. The impact of WSC has been powerful: the entire system moved together, welcoming resistance and increasing energy towards change.

DESIGN PHASE

After an initial workshop with the team in charge of co-creating the path with us and leading it within the organization, we quickly shifted into build mode for the next step: to organize a workshop in which we involved tens of managers representing various dimensions of the organization. Feverish, intense, and lively activities characterised this phase. An action group conducted internal research on cross-collaboration and gathered insights on what happens in other contexts; a narrative crew shaped and told stories from the path so the whole organization could see itself in the journey; an operations team orchestrated logistics of the workshop end-to-end.

EXPERIMENTS

Everything is ready: people enter the room, everyone takes their place, voices lower, and the Large Group Intervention (LGI) begins. Complex organisations can't change and improve one silo at a time. The LGI brings a representative slice of the whole system into one focused conversation so people see the big picture, name what matters, and agree on concrete next steps. Enthusiasm, competence, and a desire to actively participate united all participants. At the end of the working day, they crafted and selected some experiments to be implemented in the months following the workshop.

SOCIO-TECHNICAL CHANGE

By implementing the experiments, they began learning from reality what cross-collaboration means. Facing successes, problems, and constraints, they turned the intention to strengthen collaboration into something people act on every day. Working across operational, behavioural, and psychological layers, technical change fused with social change, producing habits that anchor better collaboration and continuous learning. A shared language and sense of ownership made the shift concrete, visible, and sustainable across the system. In this organization, collaboration is no longer a competence — it's a living capacity.

FINAL THOUGHTS

Change lasts when structure and behaviour evolve together. When tools, processes, culture, and people are perceived as flows of the same river. Involving people wasn't consensus-seeking; it was capability-building—ownership, clarity, proportionate decisions. Being part of a path like this allows people to support what they help create. The process you use to get to the future definitely is the future you get.

LIVE FROM THE ECOSYSTEM

Here's to the system of value flows we work in. Our ecosystem. No initiative, tool, competence, result can exist without roots in the liminal spaces between these flows, between organizations, across narratives. Enjoy.

NURTURING SHARED VALUE

Human+Ai: raising the signal for the work ecosystem

Superlatives often dominate the current conversation around artificial intelligence. There are reasons for that: studies commissioned by Google, for example, estimate that generative AI could add €1.2–1.4 trillion to the EU's GDP—an 8 % boost in a decade, and more than six in ten jobs are expected to collaborate with AI.
Yet a more fundamental question underlies these numbers: what happens when a work team becomes augmented? Beyond chatbots that answer prompts, AI agents are emerging—autonomous systems that communicate, decide, and learn. They are designed to take action, adapt to new situations, and solve problems without constant human supervision, bringing social capability, autonomy, reactivity, and proactivity.
Unlike generative models, agents execute tasks and evolve over time. Their arrival poses both hopes and challenges for the entire work ecosystem. What happens as they now become members of mixed human + AI agent teams?

After fifteen years of studying and improving team performance, we have now launched a specific action-research initiative to explore this very question. We are partnering with research institutions and a variety of organisations to learn in practice. We aim to generate shared insight on how augmented teams function and how to ensure they benefit both people and organisations. We start from a socio-technical perspective: team performance arises from the interaction of social processes, technology, and structure.

How do we divide work between humans and agents while preserving engagement and fairness? How must communication and coordination evolve? How do we build trust and manage the psychological impact on autonomy and security? Who is responsible when a machine influences a decision? How do feedback loops allow both humans and AI to learn together?

These questions are grounded in real cases. In each case, technology amplifies human insight instead of replacing it. These are uncharted waters, and we are committed to learning openly and sharing what we learn. Action-research is an iterative, collaborative process. It produces knowledge that is relevant to real contexts. Our initiative builds on this tradition, adding the strength of our partners across academia and industry. By inviting heads of HR, COOs, entrepreneurs, and team leads to join us, we hope to co-create guidance that the whole ecosystem can use. If you are curious, concerned, or simply eager to learn, we invite you to connect. Together we can raise the signal above the noise and build a work ecosystem where human and artificial intelligence complement each other, helping teams thrive in ways we are only beginning to imagine.

Get in touch on our public telegram channel @CocoonPro

STUFF WE'VE LOVED!

A Thriving Future: Regenerative Contracting with Annette Dhami

We are so lucky in this episode to be joined by Annette Dhami from Dark Matter Labs. Annette leads the Beyond the Rules initiative which explores the organising and governance practices needed for an economy designed for life. Its work is in the rewriting,...

Listen to the full podcast

Telling Stories of Aliveness: A Call for Regenerative Culture

It's the year 2025. And culture still runs on stories. But not all stories carry life. Some stories sell certainty in shiny packages. Some carve borders between "us" and "them". Some keep us scrolling, numbing, forgetting — while others awaken something ancient and ...

Read the full article

Eric Schmidt's 18-Month Warning: "You Have No Idea What's Coming"

L'ex CEO di Google, Eric Schmidt, parla del rapido progresso dell'IA, nonché della possibilità di raggiungere l'AGI e delle sue implicazioni. Discute anche di come ciò influenzerà la forza lavoro e la vita ...

Watch the video

OHANA MEETUP

What if we realized that together we are not just imagining, but living the future of work? The Ohana Meetup is back in 2026 with another extraordinary Work Revolution Party — a space of real conversations, true connections, and powerful transformations.

In Rome last June, energies converged from across the world, creating memories, collaborations, and sparks that are still resonating today. Now we are called again to gather, to keep writing this evolving story of what "work" can really mean.

Save the date: March 20–21, 2026.

The location is yet to be revealed — as always, the magic begins even before we know where we'll land. Stay tuned on the OM website for updates, and join the 9th edition of this unique gathering of pioneers, innovators, and game-changers. We can't wait to see you!

VISIT
Ohanameetup.party

BEAUTIFUL WORK WEEK

November 11–14, 2025
Parco Center - Milan
Italy

An annual gathering where regenerative work moves from theory to practice. Visionary professionals and pioneering organizations share knowledge and stories proving that sustainable innovation can fuel growth while creating positive impact on society and ecosystems.

4 DAYS CONNECTING AROUND:

PEOPLE **EXPERIENCE**
Redesigning how people connect with organizations to foster meaningful, impactful interactions inside and out.

SERIOUS **GAMES**
Exploring how serious games unlock full human potential, enabling deep transformation in complex systems.

REGENERATIVE ECONOMY
Driving real change, shifting from exploitative to regenerative practices—for our planet and our societies.

ORGANIZATIONAL **DESIGN**
Designing organizations that thrive while regenerating people, relationships, and the environment.

TAKE A PEEK AT
#BWW24 GALLERY

STORIES THAT LIVE ON

Exploring together—on equal footing—the future of work and what truly motivates us. BWW celebrates the power of live encounters as a catalyst, the shared vision we create, and the mindful approach we take to generate value for people and stakeholders."

***Diego De Simone**, Co-Founder Fattor Comune Società Benefit*

VISIT
beautifulworkweek.com

PLAYING BEATS OF

BEAUTIFUL WORK

Cocooners - n° 17 - September 2025

What kind of future are we giving life to, by how we work and why?
What would the world of work look like if it were more beautiful?
Beautiful work is not just a hope for the future. It's here, everywhere. We welcome you to this carefully curated space where you can find insights, stories, ideas and resources that can support you in the journey of creating a reality of beautiful work, today.

Stay tuned for additional stories and resources on the evolution of the world of work by subscribing to our monthly newsletter at cocoon-pro.com

THE PULSE OF ADAPTIVE WORK

At Lama, becoming an adaptive organization isn't just a goal—it's a living process. Over months of immersive sessions and continuous work, 27 members have been reimagining how to work, relate, and evolve together. This transformation touches everything: individual mindsets, shared purpose, daily practices, and deep cultural shifts. It's about becoming a system that learns as it acts, responds systemically, and prioritizes the well-being of those within.

The journey requires courage—challenging assumptions, redesigning processes, and embracing uncertainty as a source of vitality. Lama is not drafting a manifesto on the future of work. They are living it. They're not just changing how they work—they're changing who they become, together. One pulse, one conversation, one deep shift at a time.

REHEARSING AWARENESS, BECOMING PRESENT TO CHANGE

Energy flows where attention goes. And when attention becomes presence—embodied, relational, intentional—transformation begins. Over five immersive days, a diverse group chose to pause the noise and enter a space of deep awareness: not to fix, but to feel; not to control, but to perceive.

Rooted in Gestalt principles, the experience unfolded like a living system—through dialogue, silence, breath, movement. The focus wasn't on solutions, but on the quality of contact: with oneself, with others, with what is.
This wasn't training. It was a rehearsal of awareness. A return to the present as the only space where change truly happens. What emerged wasn't noise, but clarity. Not answers, but realignment. Not tools, but new ways of seeing. Of being. Of becoming.

SLOWING DOWN TO LET WORK BREATHE

Work can become a living, breathing entity, rather than continuing to be a machine ticking away towards predetermined goals. In this episode, Stelio Verzera and Michelle Holliday discuss "living systems" at work, shifting from mere sustainability to thriveability, and the subtle alchemy of slowing down. Bring to mind vast fields reshaped by community hands, rooted rhythms yielding meaning and connection.

Drawing from her regenerative work with local communities Michelle unpacks how being fully present and building relationships are not soft skills, but the bricks of beautiful, healing, purposeful workplaces.

If you've ever yearned for a work life that feels nurturing, alive, and magnetic, this conversation is your invitation to step in. Tune in, breathe, and let your work begin to resonate anew.

SHAPING CULTURE THROUGH CARE AND CONNECTION

In the heart of the Dianova community of Cozzo, a team dares to grow differently stepping into a learning journey where collaboration is not taught—it's experienced. People embraced a new way of evolving together. In a dedicated space, they took a step beyond roles and routines to cultivate deeper collaboration, trust, and shared intention. Serious games helped them to explore trust, language, and connection in playful yet profound ways.

This wasn't just a path. It was care for each other, care for the work, care for the culture they're shaping daily. In a place devoted to supporting others, the team turns inward to strengthen what makes healing possible: a cohesive, resonant, and human-centered way of working. This is what beautiful work feels like—when transformation isn't imposed, but grown, together.

JAM NEWS

A Cocoon Pro Jam happens twice per year, at the beginning of each half. It is the most important CP governance event, open to all members and contributors and lasting two or three days. During the CP Jam we cocreate our direction for the next 6 months. Here below you can have a peek at our last Jams.

HIGHLIGHTS

The CocoonPro Jam is our key governance event, held twice a year—in winter and summer—to define the focus that will guide Cocoon Pro in the next semester. The Winter Jam took place indoors at our Rome HQ, while the Summer Jam unfolded in the forests of the Tuscan Apennines, at the Rincine Forestry Training Center. Cocooners from across Italy and Spain gathered to reflect on the past months and sense into what's emerging. Using Open Space outdoors, and Lean Coffee and Serious Games formats indoors, at each jam we surfaced themes most alive and distilled key focuses for the next 6 months. The presence of longtime and new contributors enriched the conversations and wove fresh possibilities.

MY FIRST JAM

"A space to meet, to align, to think together. The Jam is where strategy and relationships meet and this one left me energised, inspired and deeply connected. Even in a small group, you feel the power of collective clarity, of different voices weaving one direction. For those who have just joined, it is a rare chance to listen, learn and offer a fresh perspective. Informal moments, the laughs, the personal stories, are part of the work too."

#Strategy **#Complexity** **#Relationships**

Valentina Panizza

"I felt part of a regenerative ecosystem. I take home ideas, emotions and the sense of an experience that will keep unfolding. The Jam felt unique not only because it was my first, but for the depth of human connection that emerged. We resonated beyond words and structure, through presence and shared intention. It was demanding and intense, but also gave me energy and clarity."

#Ecosystem **#Regenerative** **#People**

Luca Montanari

#CPJAM

@pellicors
Each #Summer Jam has its own unique soul, and this time, we found it in #Rincine, #Tuscany, fully immersed in #nature. #CPjam #2025H2 was a deep dive into connection, rhythm, and joy — shared with @shiverpics, @hoxeheome, @inakiperez, @rachel.hentsch and many other beautiful humans.
Grateful for the magic we co-created.
A special "Thank you!" to Lama

@ShiverTweet
Let the beauty we love be what we do. There are hundreds of ways to kneel and kiss the ground. #work #love #untamed #ohana #now #fun #bethechangeyouwanttosee #mediterranean #forrest #waterfall #nature #aloha

@rachel.hentsch
Can words properly describe a gathering which on my Google calendar was marked as a company "Governance Jam,"but which in lived experience was much more an exploration and convergence of: energies, dreams, insights, dialogues, cooking/walking/eating, connecting to each other, to the woods and butterflies and lakes and waterfalls... and which actually also does culminate in jointly-held, warm, strategy & action plan, guided by two very strong, collectively-distilled focuses that will align the team for the next six months?

@shiverpics
When the #music shifts, just hit the #dancefloor
A whole new #beat at this #CPjam #2025H1 Jai ho! #work #life #dance #truth #success #soul #journey #ohana #care #commitment #fun #aloha #now

@rachel.hentsch
videoclip of #CPJAM #2025H2

A WORD ABOUT US

WHAT IS COCOON PRO?

Cocoon Pro is a last-generation company devoted to enabling a healthy evolution of the very concept of work, worldwide since 2011. Her customers are organizations longing for deep shifts in how people and technologies, together, can raise **unprecedented performance.**

It's been designed to be effective, open and adaptive for cultivating evolutionary mastery. First in Europe in devising **a completely emergent organizational setup**, and known globally as a "small giant" generating exponential value, Cocoon Pro is directly involved in the edge of international efforts **evolving work itself.**

We foster the birth of a world of work based on interbeing awareness and generative practices. And we know that this quest enables unparalleled levels of **relevance**, **resilience** and **resonance for our Customers.** We're able to design and co-execute tailored evolutionary paths for any organization on the many interdependent scopes of this scenario.

Our goal is to make this change really happen.

HOW WE WORK

We work iteratively. Establishing a rhythmic *heartbeat* of small interventions for a deep and concrete evolution. Our commitment is to leave you better at *every iteration*, while we navigate towards your full potential. Our own way of doing so is called **Evolution Flow,** and it is the result of more than 10 years of experiences working with very different organizations all around the world, deep study across many decades of work and methodologies by outstanding giants, and — not least — a decade of collaborations with experienced professionals in the domains of org development, change, strategy, org design, psychology, team work, and much more.

The Evolution Flow is the art, science and craft of answering one simple and key question:

What is the next natural step of evolution that this organization can make?

As simple as the question is, finding good answers requires a profound respect for the **identity, context** and **trajectory** of each organization. It demands attention to the whole depth of the human system and, most importantly, to the intimate relationships between its technical and social layers.

The Evolution Flow integrates in a coherent framework entire systems of thought like Socio-Technical Systems Theory, Lean Thinking, Complex Adaptive Systems theory, and it is based on a few original conceptual frameworks of what a human work-system is and how it evolves towards its full potential.

Applying it is an iterative journey based on the careful repetition of three steps. First, disturbing the work system, introducing something that calls for an adaptation. Second, discovering how the system digests it, in the whole of its depth. Third, directing the energy that this variation generates towards the desired evolution, also building momentum for the next iteration.

We carefully introduce new *habits* as disturbances, able to nurture three types of evolution in harmony with each other: **operational, behavioral,** and **psychological** evolution. And we do it through the design and execution of group or large-group workshops, operational coaching, work-system design sessions, methodological and foundational inceptions, internal events, work-streams and communities seeding and evolution.

Learn more about the Evolution Flow here

WHAT WE CAN DO FOR YOU

In Cocoon Pro we practice first-hand and continuously evolve today's most relevant work principles and techniques. These ongoing flows of learning, together with intense and continuous field operations at the side of national and international Customers, highlight Cocoon Pro as the ideal partner for true strategic and operational evolution.
We have designed our whole service framework to provide you with sound results in boosting three vital and interdependent characteristics of your organization: **relevance**, **resilience** and **resonance**.

RELEVANCE

How to have a **bearing on your stakeholders' lives** in a rapidly changing world? Surviving as an organization implies keeping your relevance. Growing it, means attracting increasing streams of resources from all of your stakeholders and, ultimately, thriving.

RESILIENCE

The rate of change is bursting. Your work scenario evolves quickly, and it impacts both your decision making and operational priority management. Resilience is, at least, the ability to adjust to the stress of these changes. At best, it is **feeding on it and becoming stronger and better**.

RESONANCE

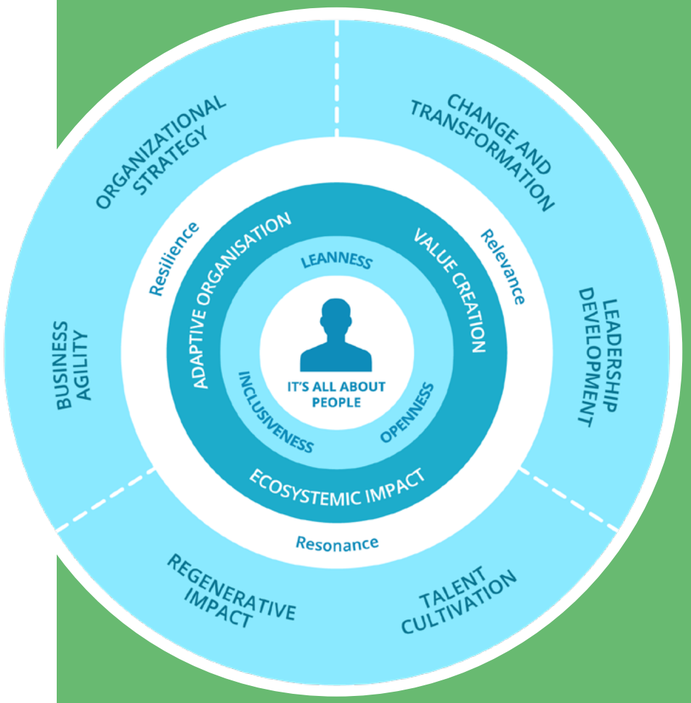
In a context of increasing complexity, the good news is that exponential dynamics are readily at hand. Instead of focusing on warfare-like strategies based on conquering and protecting, you can now tap into ecosystemic opportunities able to **amplify your energies** by orders of magnitude.

THE TOOLS WE'LL BRING YOU

- We work with about 40 different tools, and commit to continuous mastery development on each.
- All the tools we use are devised to engage the wholeness of the person, rational and emotional.
- Whatever the mix of tools we design for, our utmost attention is on the flow experience of the participants, be it live or remotely.
- Over many years, we have seen all kinds of people having fun while achieving their greatest results.

GET IN TOUCH WITH US, LET'S HAVE A CHAT

CocoonPro
Evolution at work
www.cocoon-pro.com



In the evolution of your organization across the three scopes of **relevance**, **resilience** and **resonance**, we provide specific services in these nine different areas

REPORT “HUMANS + AI AGENTS”

WHAT ARE AUGMENTED TEAMS AND HOW THEY CHANGE THE RULES OF WORK

The organizational landscape is undergoing a profound transformation.
The integration of AI Agents into work teams is no longer a futuristic vision, but a reality that is reshaping productivity and competitiveness. What do we need to know to lead our organizations into this new era?

“Today, the real issue is a new way of collaboration between humans and software capable of deciding, learning, and acting autonomously: artificial intelligence agents. The question is no longer whether to adopt human-AI mixed teams, but how.”

The Key Issues for Business Decision-Makers

The adoption of agentic Artificial Intelligence in organizations raises complex questions and requires a deep understanding.
Leaders are faced with:

Perception of Agentic AI: The tendency to view agentic AI as a mere digital tool, underestimating its transformative potential on organizational architecture and decision-making.
Utility and Reliability Assessment: The need to discern the actual usefulness and reliability of AI agents in complex operational scenarios, to justify investments and mitigate risks.
Governance and Accountability Management: The challenges of defining robust governance frameworks for data protection, privacy, and the assignment of responsibility.
Integration Strategy Development: The complexity of formulating clear strategies for redefining roles, optimizing workflows, and implementing appropriate performance metrics for hybrid teams.
Organizational Culture and Change: Managing internal resistance and fostering a culture that views AI as a catalyst for amplifying human capabilities, rather than as a substitute.

“What happens to a team’s performance when some of its members are AI Agents? This is an increasingly important question for the near future.”

An Essential Guide for Transformation

Our report, “Humans + AI Agents: What Augmented Teams Are and How the Rules of Work Are Changing”, provides an evidence-based perspective on this evolution:

How to Address the Strategic Imperative Without Fear: Why human-AI teams are now a strategic must—backed by McKinsey-reported 35–55% productivity gains.
The Nature of Agentic Intelligence and What It Means for You: Distinguish generative vs agentic AI—autonomous decision-making, planning, and adaptation that elevate collaboration.
The (Hidden) Considerations on the Value of Augmented Teams: How human creativity and judgment + AI speed and analytics drive efficiency and innovation—plus caveats leaders must heed.
The Inescapable Truth About the Economic Implications: Hard numbers on AI’s GDP lift—including generative AI’s direct contribution.
What (Not) to Do in Redefining Work: How roles evolve as humans orchestrate specialized AIs—and pitfalls to avoid.
The Socio-Technical Approach to Avoid Implementation Failures: Proven framework to overcome resistance—align tech with org and culture to reduce risk.
Taming Risk with the Implementation Roadmap: A structured four-phase roadmap to de-risk execution.
“Organizations that treat agentic AI as merely a technological upgrade are making the same mistake that was made with the internet in the 1990s.”

A Sustainable Competitive Advantage

Organizations that successfully integrate augmented teams will position themselves for lasting competitive advantage.
This report will enable you to:

Optimize Productivity: Streamline operational processes and redirect people toward higher-value strategic activities.
Elevate Decision Quality: Make more informed and strategic decisions, reducing uncertainty.
Accelerate Innovation: Foster an environment conducive to generating new ideas and solutions.
Enhance Human Capital: Foster professional development and amplify individual and collective skills.

To explore these topics in depth and gain a comprehensive understanding of the implications and opportunities offered by augmented teams.

DOWNLOAD
The report here