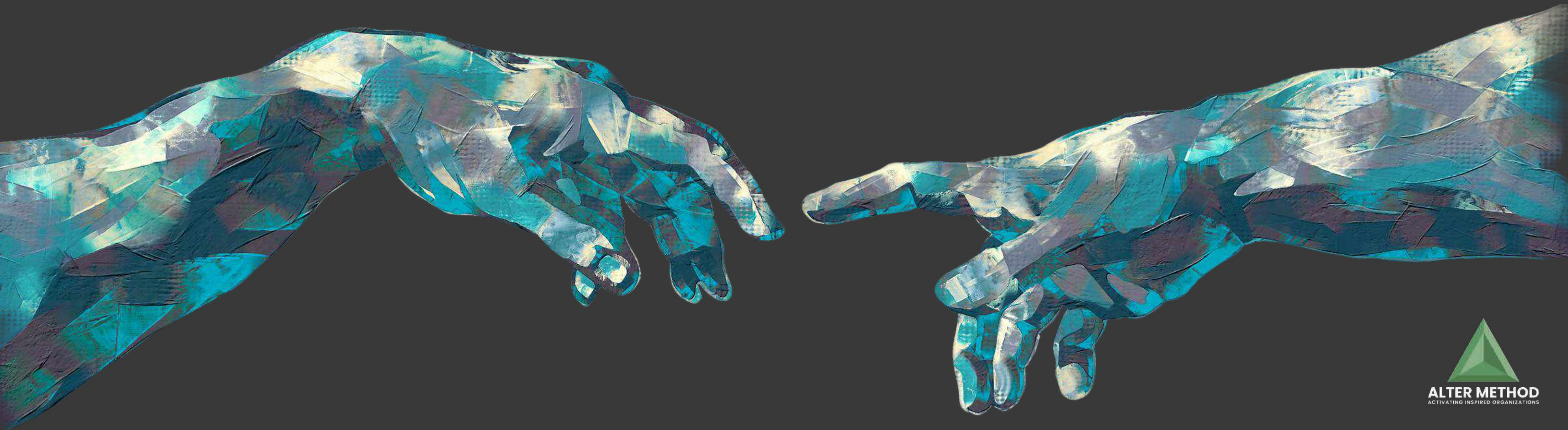
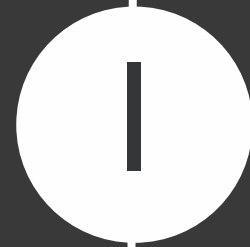


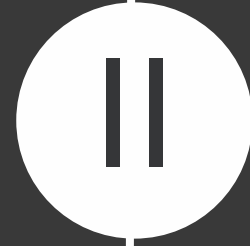
THE ALTER METHOD PLAYBOOK

TRANSFORMING YOUR WORK MEETINGS & EVENTS

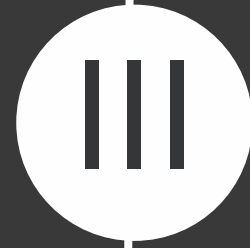




INTRO



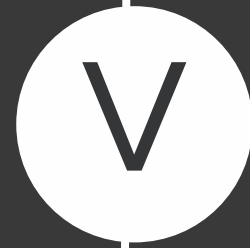
BEFORE YOU START



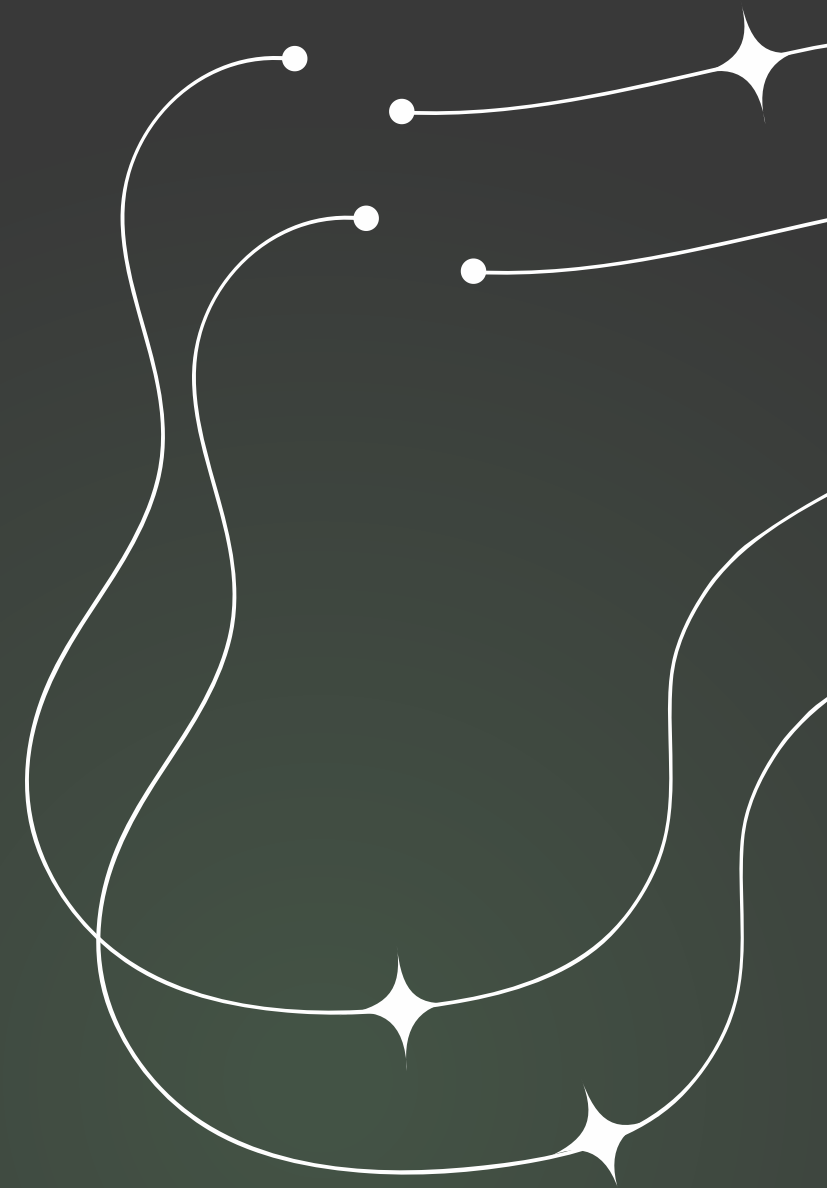
THE GOODIES



ACTIVATION



CONTACT





Intro

You Are Here.



Let's Get Activated

Welcome to this guide designed to help you inspire and activate your organization, team, and business! In this “play” book, we will provide unique and fun solutions for some of the most common but costly challenges that teams face in regards to how people feel when together.

Our work world has more meetings than ever yet rates of loneliness are at all time highs and work effectiveness hasn't actually improved. Creativity is left untapped and what needs to get done rarely gets done. More often than not, a usual meeting:

- *GOES OVER TIME*
- *LACKS A SENSE OF PURPOSE*
- *MISSES THE TARGET IN DELIVERING WHAT IS MOST IMPORTANT*
- *LEAVES PEOPLE FEELING LIKE IT WAS WORTH THEIR TIME*



IF YOUR TEAM ISN'T ENJOYING WORK HOW DO YOU POSSIBLY EXPECT THEM TO EXCEL AT IT?

You Are Here.



Is your team Dead or Alive?

It's time for us to get intentional about our time. The truth is that every second that goes by is a second that you won't get back. The author Robert Greene explains it so accurately in his concept of Alive Time and Dead Time.

Dead Time is when we are wasteful, passive, and accepting of how our time is used.

Alive Time is when we're making every second count by learning, growing, and seizing the moment.

*The bad news is that your team is in Dead Time way too much. The good news is that you can do something about it (and still get sh*t done)! In this playbook we will show ways to ignite Alive Time in your team.*



You Are Here.



Anything & Everything

The techniques presented in this playbook won't just spice up your meetings. When facilitated correctly, they will tear down and rebuild some of the deepest issues we as humans have working together. The tools in this playbook have incredible potential to be the antidote to...

- *UNCLEAR LEADERSHIP DIRECTION*
- *GOSSIP CULTURE*
- *DIVISION BETWEEN TRIBES/DEPARTMENTS*

Approaching these issues directly and with grace is pivotal to fostering a more motivated and inspired team. The way that we do anything is the way that we do everything. What's in this playbook won't just be valuable at work, they will be valuable wherever people come together! You'll notice that some of these are extremely simple but simple does not always mean easy.



You Are Here.



What's good for the Bee...

These techniques will help you not just lead with words of inspiration (which is old) but will help you lead with engagement, relationship, and creativity. This is what we call leading from the Heart. Trust me, it won't hurt and it won't be as weird as you think.

The strategies and techniques presented here are inspired by the teachings of Julian Guderley, a renowned Transformational Coach for entrepreneurs who has hosted dozens and dozens of transformational events using these exact practices! Our goal here is to give you the information that has resulted in hundreds of personal transformations...for free. By activating enough inspired organizations maybe, or at least we hope, we can activate an inspired planet. What's good for the bee is good for the hive.

*We invite you to explore and experiment with these exercises and consider implementing them into your meetings. However, context is everything. It is extremely effective to bring an outside source to facilitate and guide your team. We are here to help. **Book a call with us to bring us into your next meeting!***



Invitation

*We invite you to explore and experiment with these exercises and consider implementing them into your meetings. However, context is everything. It is extremely effective to bring an outside source to facilitate and guide your team. We are here to help. **Book a call with us to bring us into your next meeting!***



Julian Guderley

CEO



Alex Schwartz

Curator



the way we rock...



Before you
Start ✨

Don't forget the Map! ✨

The Legend on the next page have emojis that represent an important aspect to the exercise.

This is designed to help you know where and how each exercise is best executed.

You'll notice that some of these exercises can be used in a variety of contexts!

Facilitating is no easy task especially with people who think they have a deep sense of who you are. Follow our 3 tips for making any of these exercises a success!



Legend

Where



Event- such as a company retreat or quarterly gathering out of the office



Office- the day-to-day place where people come to work



Online- your virtual meetings

Theme



Team Building- intentionally working together



Fun- energetic enjoyment



Personal Growth- cultivating skills of a great human

Problems Solved



Blind Spots- not being aware of issues or not seeing another way to do things



Poor Communication- gossip culture and ineffective ways of leading people



Division- unresolved conflict between people or departments



Locked- an event too powerful to unleash upon mortals without experience

Rules of Engagement



Ok! Slow down there, tiger. I know you're excited to get into it but here are some highly recommendable suggestions and tips for how you should prepare and handle these exercises with your team.

- 1) You only have complete control on how you show up. Have fun and don't be offended if someone "doesn't get it".*
- 2) In the final 3 minutes of your meeting, ask for everyone to rate the meeting on a piece of paper.*
- 3) If someone gets emotional, you don't need to console or jump to the rescue. Just create the environment for people to feel comfortable enough to express all the emotions that comes with being alive.*



The Goodies

Exercise



1. Paperback
2. Why are you here?
3. Hot Seat
4. Count Up
5. Show & Tell (for adults)
6. Breathwork
7. Wise Letters to Self
8. Blind Obstacles
9. Eye Gazing
10. Comedic Convos
11. Great-Fullness
12. Dance Break

Glossary





People don't remember what you said as much as they remember how you made them feel.
-Maya Angelou

Paperback

We love this one! This one is great to make even the coldest person in the room feel warm and fuzzy inside!

What you'll Learn

The opposite of Hot Seat, your team will learn all of the great things that they bring into the workplace. A lot of these comments will surprise them and empower them!

What you'll need

- Large pieces of paper for everyone
- Tape
- Markers for everyone



1

The Objective: For everyone to feel acknowledged for their strengths

Paperback

The Rules

Everyone gets a large piece of paper on their back and a marker in hand.

Get everyone out of their chair and have them write on everyone else a word or phrase describing what they admire about that person.

Once everyone has written on everyone's back, have them sit back down and everybody looks at their paper at the same time.

Just watch the smiles unfold before you!

1



Bonus Tip! Hang the paper up in the office for everyone to see.

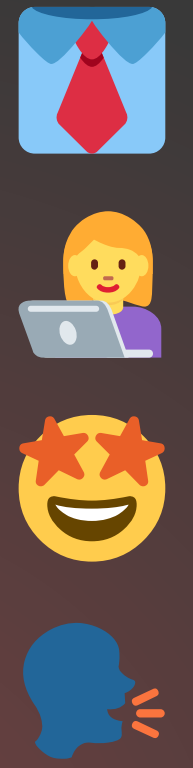




One must take being silly very seriously.
-Indigenous Shaman

Comedy Convos

A fun way to problem solve, spark creativity, and get some laughs! There are countless ways to do this one and is actually great training for any employees who could communicate with a difficult client!



What you'll Learn

How to deal with all different types of people! It's not about the character it's about how the other person handles the situation.

What you'll need

- More than 1 person (that'd be weird...)
- Enough time for everybody to play!
- Prepare a list of common but challenging people to people scenarios

2

The Objective: to laugh!

The Rules

1. Get your group together and pick 2 people to start
2. One person is the “normal” person and the other is the “character”
3. Choose a scenario to act out along with a character
4. Set a timer for 60 seconds and Lights-Camera-Action!

Possible Senarios

- Calling back a customer to tell them it'll be more expensive than quoted
- The close of. a sales pitch or asking for a referral
- Asking the character for advice or consultation on a work issue
- Giving the character a performance review

Possible Characters

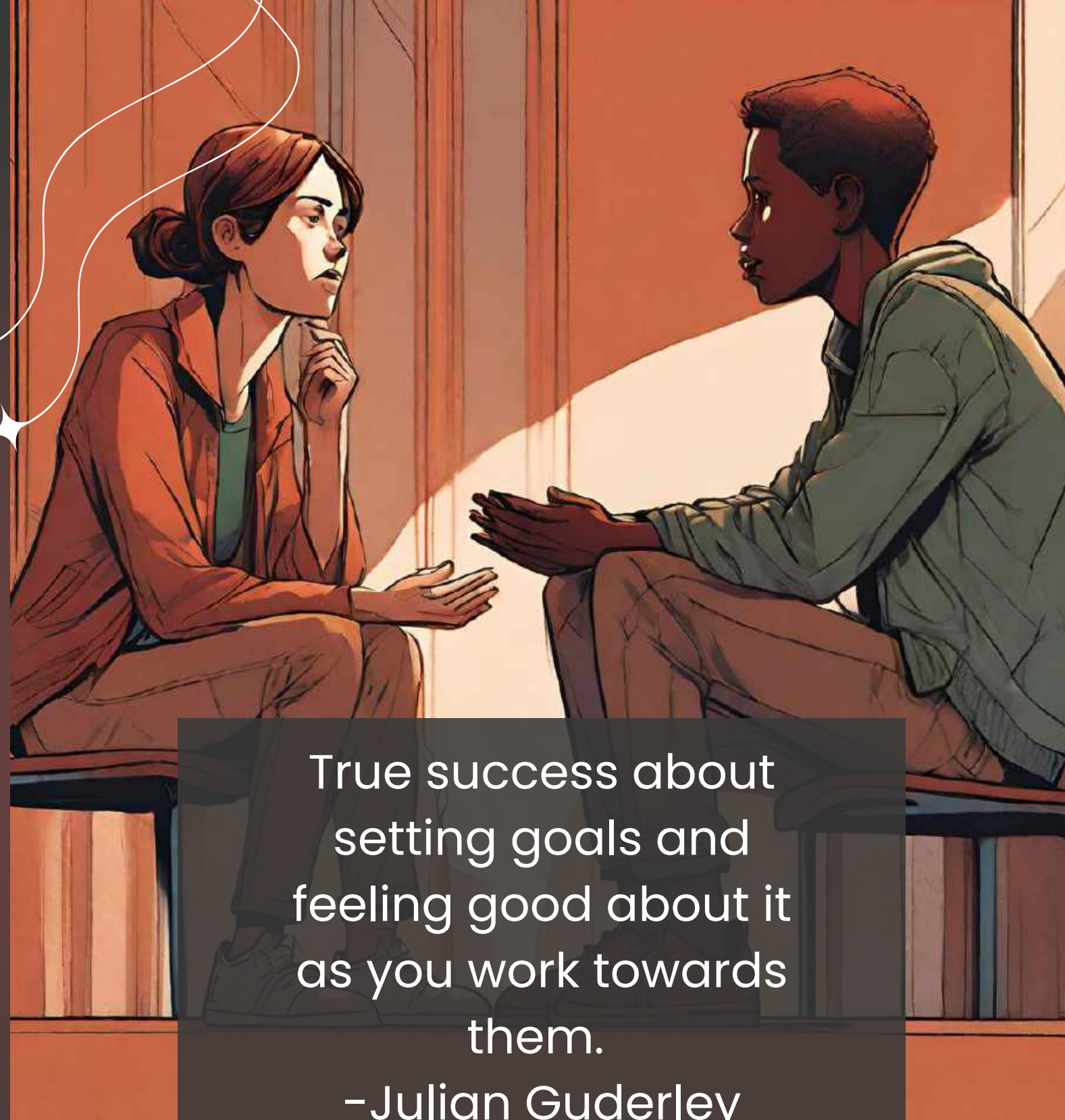
- An immature 5 yr-old
- A Past President (keep it light)
- A hippie who might be stoned
- Oblivious Mickey Mouse
- Angry Arnold Schwartzanager
- Emotional Michael Jackson
- Passive Aggressive Batman
- Overreactive Santa Clause

Comedy Convos



Bonus Tip! Element of Surprise: Put scenarios and characters on flash cards to hand out each round so the 2 people don't know what they're getting in to.

2



True success about setting goals and feeling good about it as you work towards them.

-Julian Guderley

Why are you Here?

A signature exercise from Alter Method! So easy it can be done anywhere and everywhere! It's extremely powerful for opening up getting clarity on individuals and groups.

What you'll Learn

You will learn what is really motivating and inspiring the other person and yourself!

What you'll need

- A quiet private space or zoom breakout room
- 2+ people



3

The Objective: To peel back our layers like an onion to understand why we are doing what we're doing.

Why are you Here?

The Rules

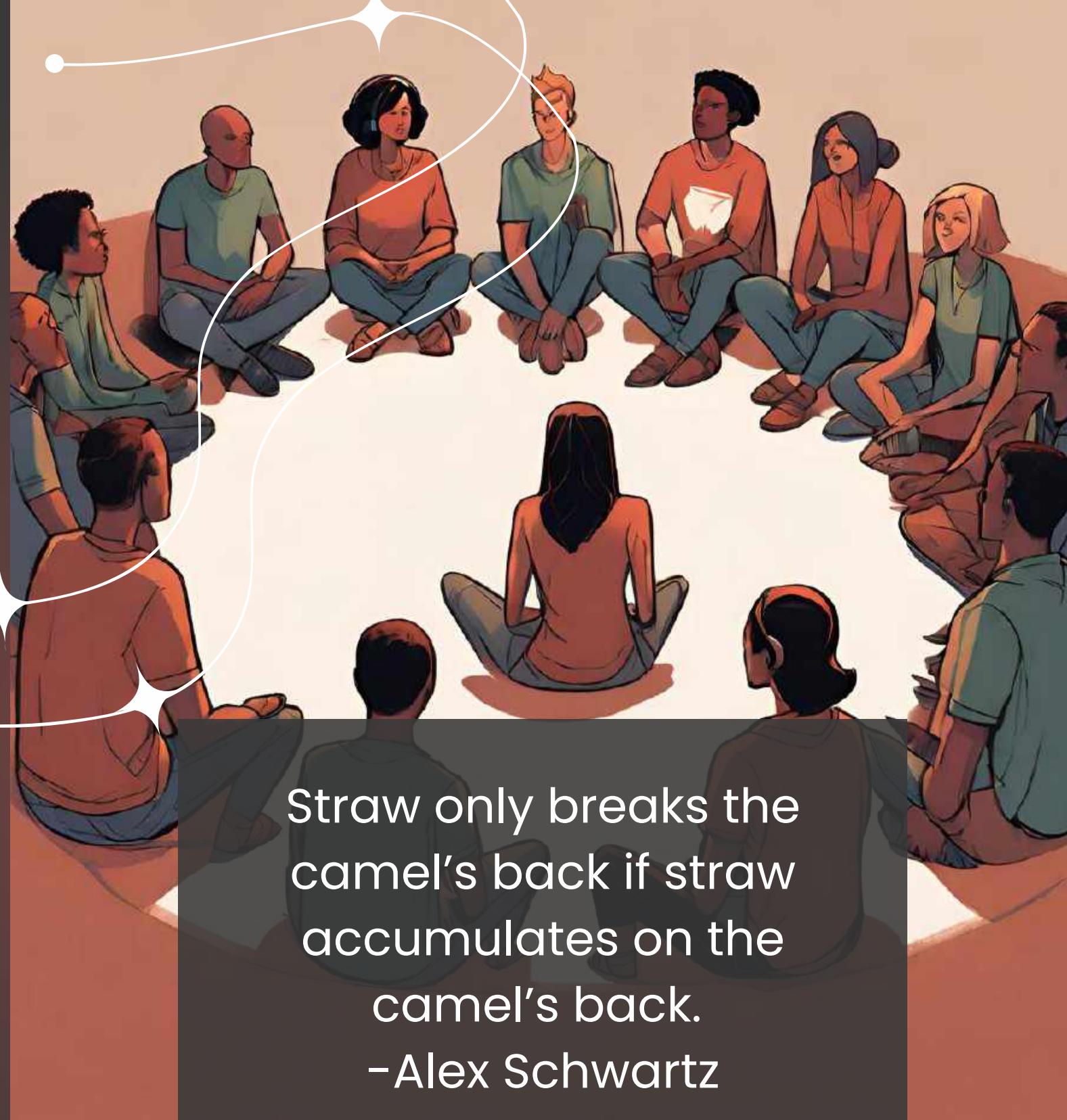
1. Divide into groups of 2 and everyone goes to a private place or breakout room
2. Set a timer for 3-5 minutes
3. Person 1 only asks or says one thing: "Why are you here?"
4. Person 2 answers the question
5. Person 1 only responds with the same question: "Why are you here?"
6. Person 2 continually answer the question until time is up
7. Switch roles



Bonus Tip! To add flavor to this exercise, you can have everyone tell the group what they learned from the other person. This teaches another valuable lesson...how well we listen!



3



Straw only breaks the camel's back if straw accumulates on the camel's back.
-Alex Schwartz

Hot Seat

The fan favorite! This exercise is raw, direct, and in your face in the most beautiful of ways. Have you been holding back some tough love well here's your chance to give it! And receive it...

What you'll Learn

How to tell people what you find most difficult about them in a work context. Right to their face. In front of everyone. But in a way that empowers the other person. You will also be shown *your* blindspots!

What you'll need

- Everyone from your team or split 50/50 if more than 20 people on your team
- A private space free of distractions
- At least an 1-2 hours of time

4

The Objective: To create a space for unsaid things to be said. Revealing blindspots in a way that allows the recipient to learn without taking offense.



Hot Seat

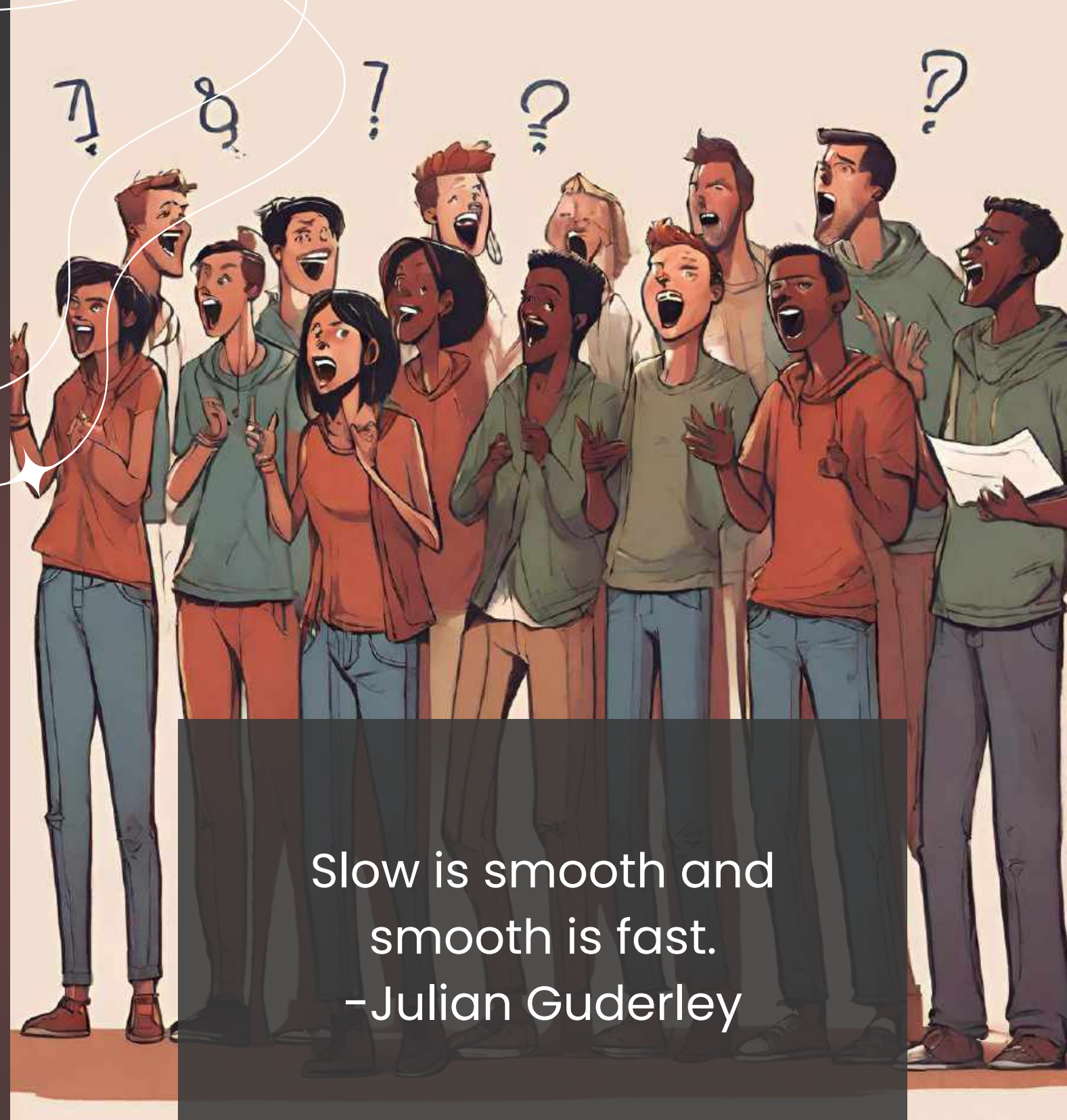
The Rules



Locked! You're playing with fire for this one. Bring us in for this one. **Book a call here!**

4





Slow is smooth and
smooth is fast.
-Julian Guderley

Count Up

A great game to play not just at the office but also around a campfire or a large family dinner! Simple & sweet. This game is more difficult than you think! This is a game of intuition, listening, and knowing when it's your turn.

What you'll Learn

You and your team will learn not to talk over each other while making sure everyone has a chance to speak! It will also teach one of our favorite Alter Method Principles: Slow is smooth and smooth is fast (but don't tell them that beforehand!)

What you'll need

- Plenty of time
- A group of 8 or more (the more the better!)



5

The Objective: To count as high as you possibly can without talking over each other.

The Rules

1. Count the number of people you have. That number is your goal but see how far you can go! (ex: if you have 10 people your first goal should be to count to 10).
2. Someone must intuitively start everyone off with the number 1, another must intuitively say 2, the next 3, you get the point.
3. When two people speak at the same time you start over! Once you say a number, you are not allowed to say another until everyone has said at least one number!

5

Count Up



Bonus Tip! When everyone successfully says their number keep the momentum going!





Sharing is caring
-Your 1st grade teacher

Show and Tell

You know this one! This is still a great option for adults. Bottom line is that we love to share what we love.

What you'll Learn

Something about your co-workers you didn't know before!

What you'll need

- To give everyone an adequate heads up.
- To remind them the day before!



The Objective: for everyone to share, contribute and learn about each other

Show and Tell

The Rules

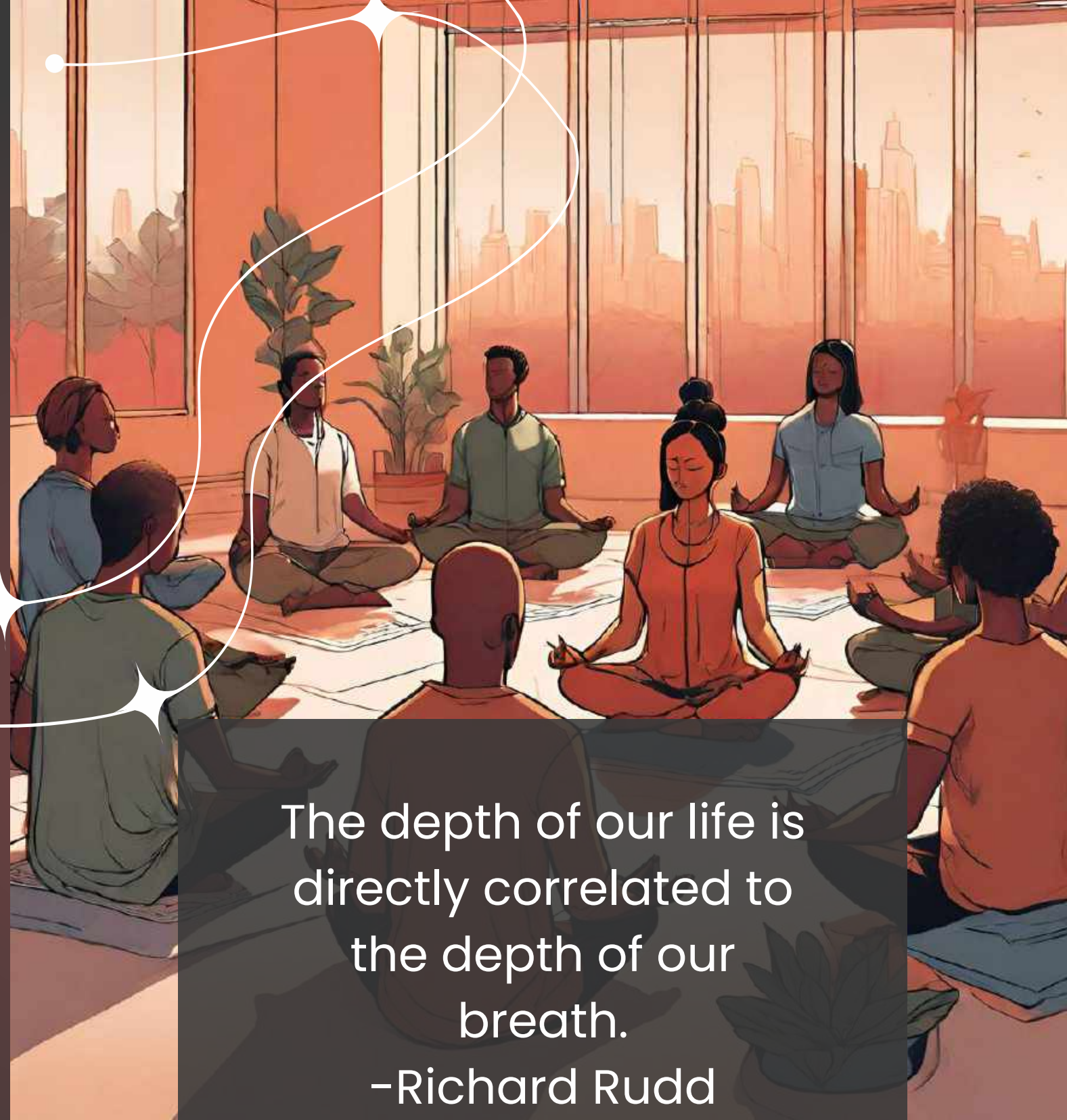
1. Tell everyone to bring an object from home to share with the rest of the group.
2. Spice it up with themes such as:
 - a. Share an item from your childhood,
 - b. Share your most meaningful gift
 - c. Share the oldest thing you own!

Whatever you want! But please don't encourage sharing a bottle of Jack Daniels.



Bonus Tip! You're never too old for show and tell.





The depth of our life is directly correlated to the depth of our breath.

–Richard Rudd

Breathwork

The signature sauce from Julian Guderley! Julian and his team have become stewards of breathwork over the last few years and have guided groups through powerful and mystical experiences all through harnessing ancient breath techniques. Our breath masters have spent months and years practicing and exploring before teaching. This practice has the power to heal and release the deepest of emotions.

What you'll Learn

It will be different for every person but it will likely resemble or be an epiphany.

What you'll need

- A quiet private space or zoom breakout room
- To surrender to the process



7

The Objective: to tap in to our inner wisdom.

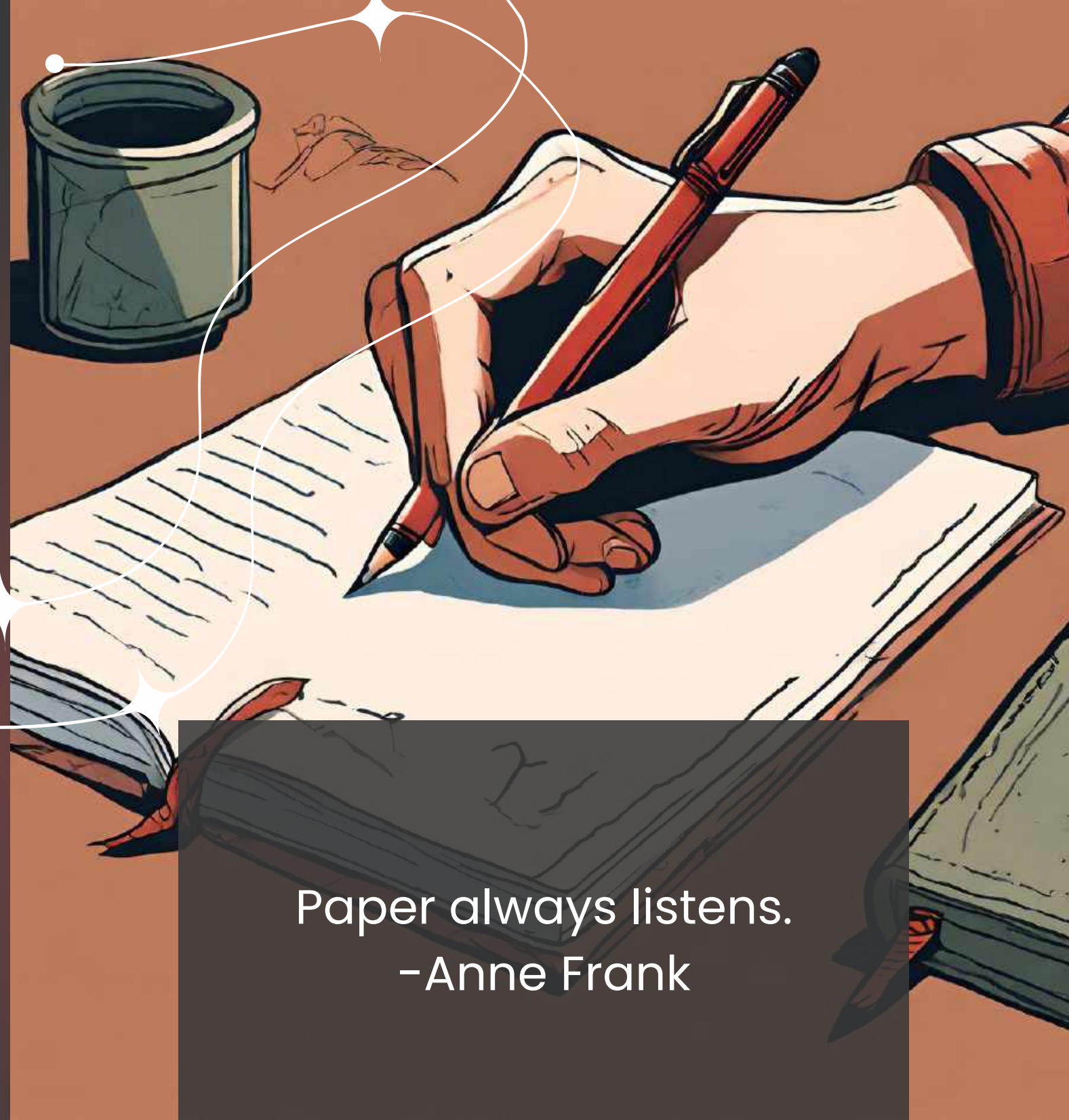
Breathwork

The Rules



Locked! This one can get “out of this world”. Bring us in for this one. **[Book a call here!](#)**





Paper always listens.
-Anne Frank

Wise Letters to Self

A life changing skill- journaling. When we get things out of our head we are able to observe our thoughts differently. A good day is a day that is reflected upon. Here, we will give you some prompts to do as a group!

What you'll Learn

A new perspective.

What you'll need

- Paper
 - Pen
- (Don't write with a keyboard)



The Rules

1. Set a timer for 10–15 minutes
2. Choose an issue you're dealing with
3. Journal about it from the perspective of yourself 20 yrs into the future and how the issue was resolved or successfully handled.

Extra Prompts

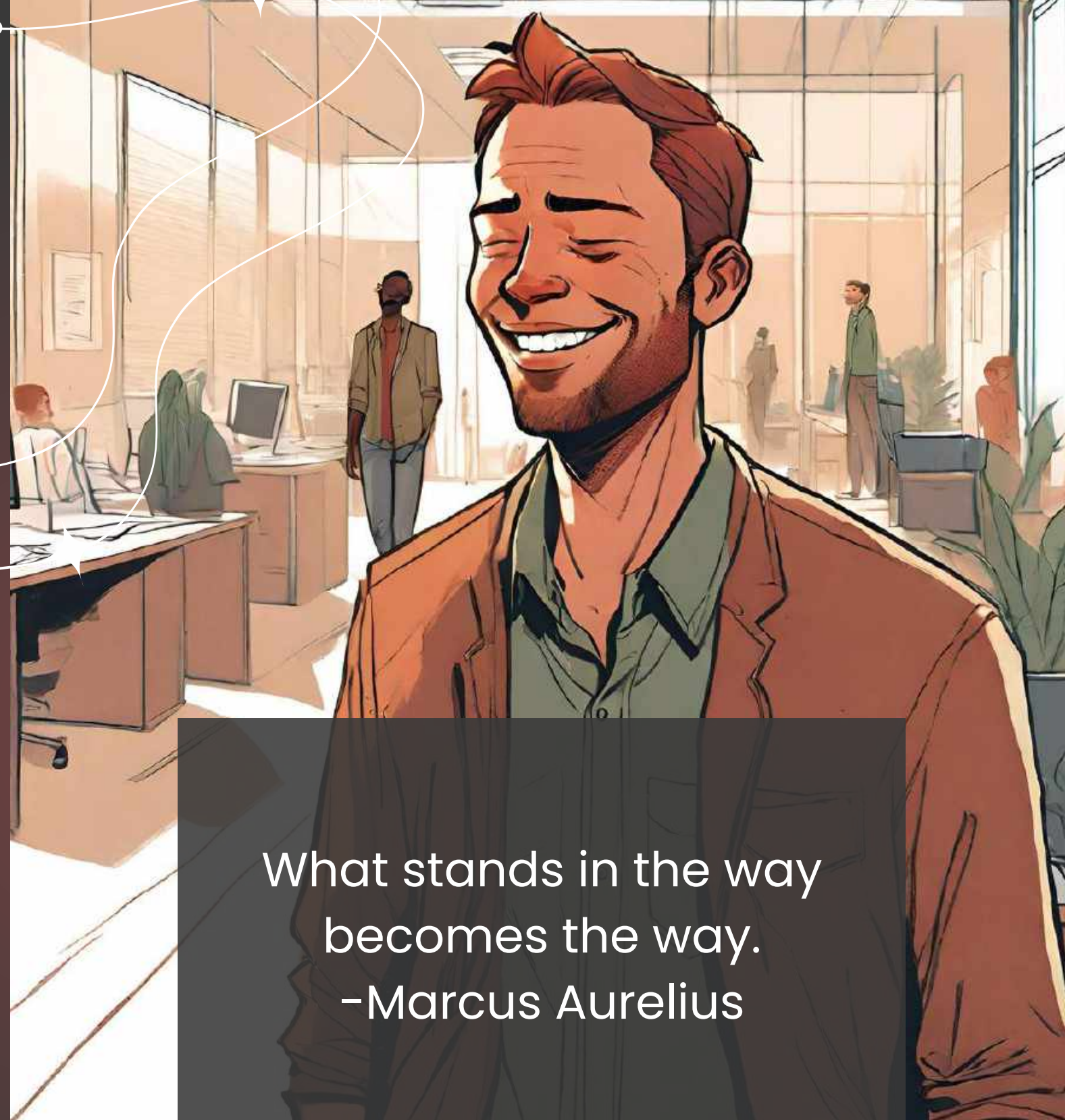
1. What is everything that *could* go wrong and what are the solutions you can do about it now?
2. Write all of the accomplishments and successes you've had in your life. See how far you've come!

Wise Letters to Self



Bonus Tip! You can do this anywhere in any context of your life.





What stands in the way
becomes the way.
-Marcus Aurelius

Blind Obstacles

This one can get LOUD! What you will need to do is find a wide open space and create a maze using obstacles such as chairs and tables. Divide people into groups of 4 or more with one person being blindfolded and one person leading the blindfolded person.

What you'll Learn

There is plenty of noise in the world to distract us. We must learn to tune out the noise and listen to the people guiding us and not to contribute to more noise for our team.

What you'll need

- Chairs, tables, etc.
- Groups of 4+
- Wide open space
- A place to yell
- Blind fold



Blind Obstacles

The Rules

- The goal is for the person that's blindfolded to successfully get to a point A to a point B without touching any of the obstacles- or they're out! Only one other person will have the ability to guide the blindfolded person only using only their words. Everyone else will be doing whatever they can to distract the blindfolded person with their voices so that they do not reach their goal.

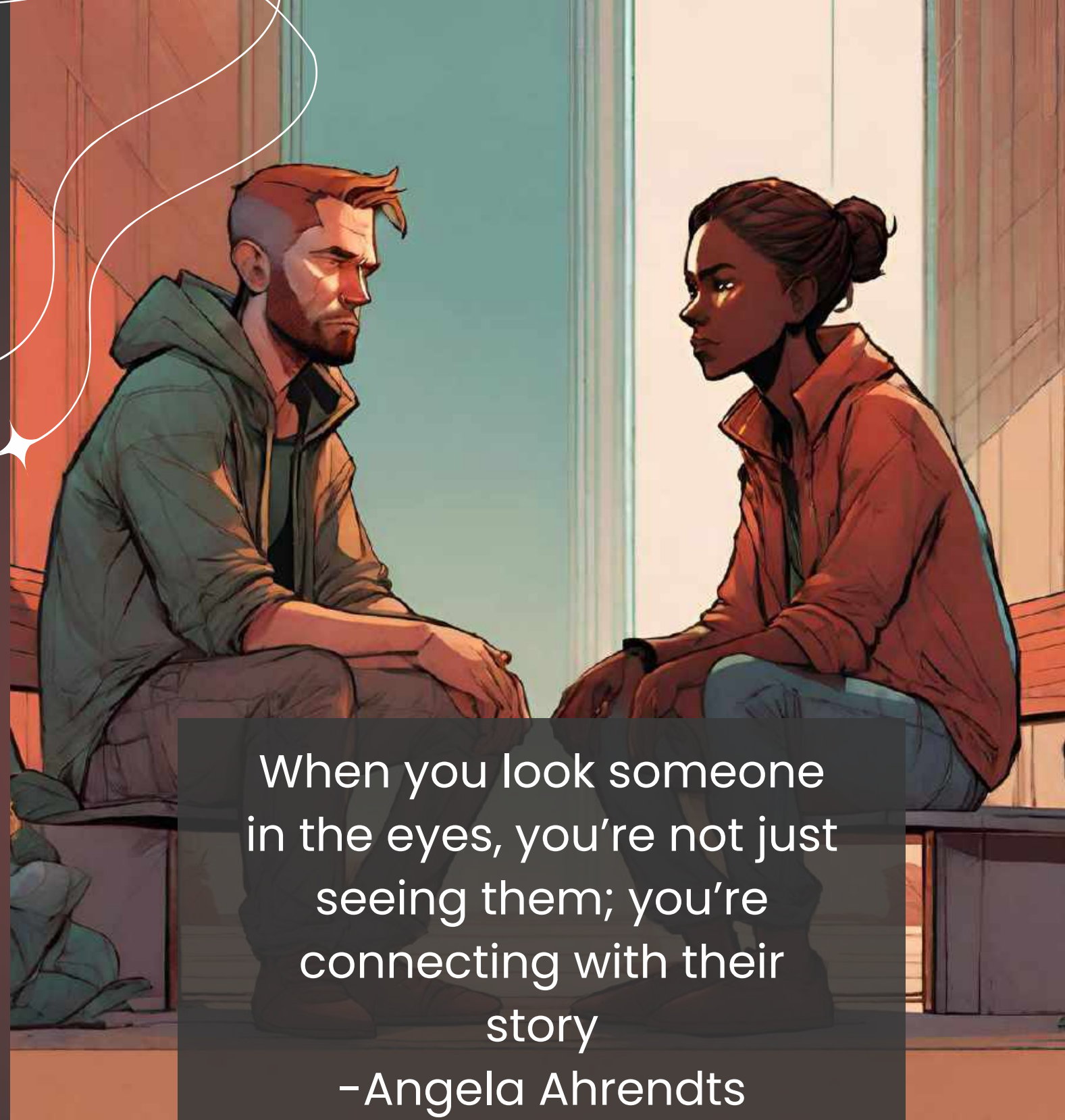
In Short:

- No one touches each other
- Only 1 person is blindfolded and 1 person guides
- Conduct this in a safe area away from roads or other hazards



Bonus Tip! After the exercise, ask what types of "noise" the team experiences on a day to day basis.





When you look someone in the eyes, you're not just seeing them; you're connecting with their story
-Angela Ahrendts

Eye Gazing

One of the most intimate and profound experiences we have for you! The instructions are simple and the consequence of it going not as planned is low. But the results of doing it right are nothing short of massive! You'll know when everyone does it right.

What you'll Learn

You learn to allow others to see you. The lessons of this are difficult to describe in words. Better to let other people tell you what they learned :)

What you'll need

- A quiet private space
- Groups of 2
- Someone keeping track of time



10

The Objective: to look past what stops you from working together.

Eye Gazing



The Rules



Locked! This one is very sensitive. People can be immature or emotional and it can go very wrong without experience. Bring us in for this one. **Book a call here!**

10





Acknowledging the good that you already have in your life is the foundation for all abundance.
-Eckhart Tolle

Great-Fullness

This can be done in so many different ways and there really is not a wrong way to do it! A perfect way to start a morning meeting at the beginning of the week. This can be as simple as going around the room with everyone sharing what they're grateful for the day or taking 5 minutes to list out what you're grateful for on a piece of paper.

What you'll Learn

All the good in your life. How to emotionally regulate by always coming back to gratitude.

What you'll need

- Pen
- Paper



Great-Fullness

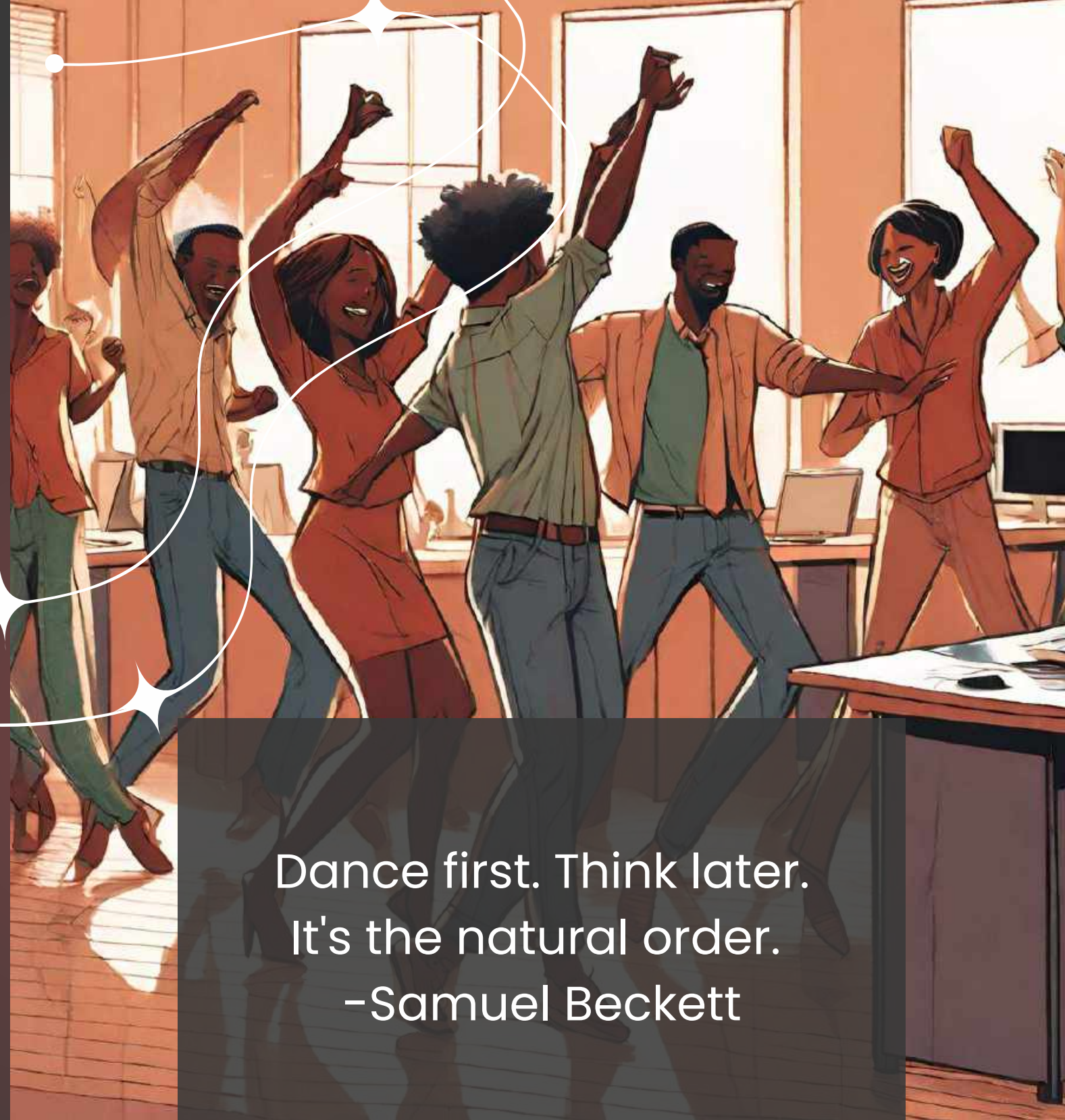
The Rules

Set a timer from 3 to 10 minutes. During that time write down all that you are grateful for. At the end, share 3 gratitudes that showed up that you didn't expect to show up or write down.



Bonus Tip! You can start off any meeting by everyone sharing just a simple gratitude for the day.





Dance first. Think later.
It's the natural order.
-Samuel Beckett

Dance Break!

Last but not least one to get you and your team moovin' and groovin'! Taking just a little time to get out of your seat to feel the beat is a great way to break up a monotonous day in a fantastic way!

What you'll Learn

Who needs a little encouragement to be more self-confident in the group

What you'll need

- Groovy Tunes
- A little space



Dance Break!

The Rules

Choose a song or set a timer from 1 to 3 minutes. Turn up the volume and shake it! If you're the host of the meeting, you gotta dance the hardest. It's highly recommended that everyone listen to the same song. See ya on the dance floor!



Bonus Tip! Assign a designated DJ



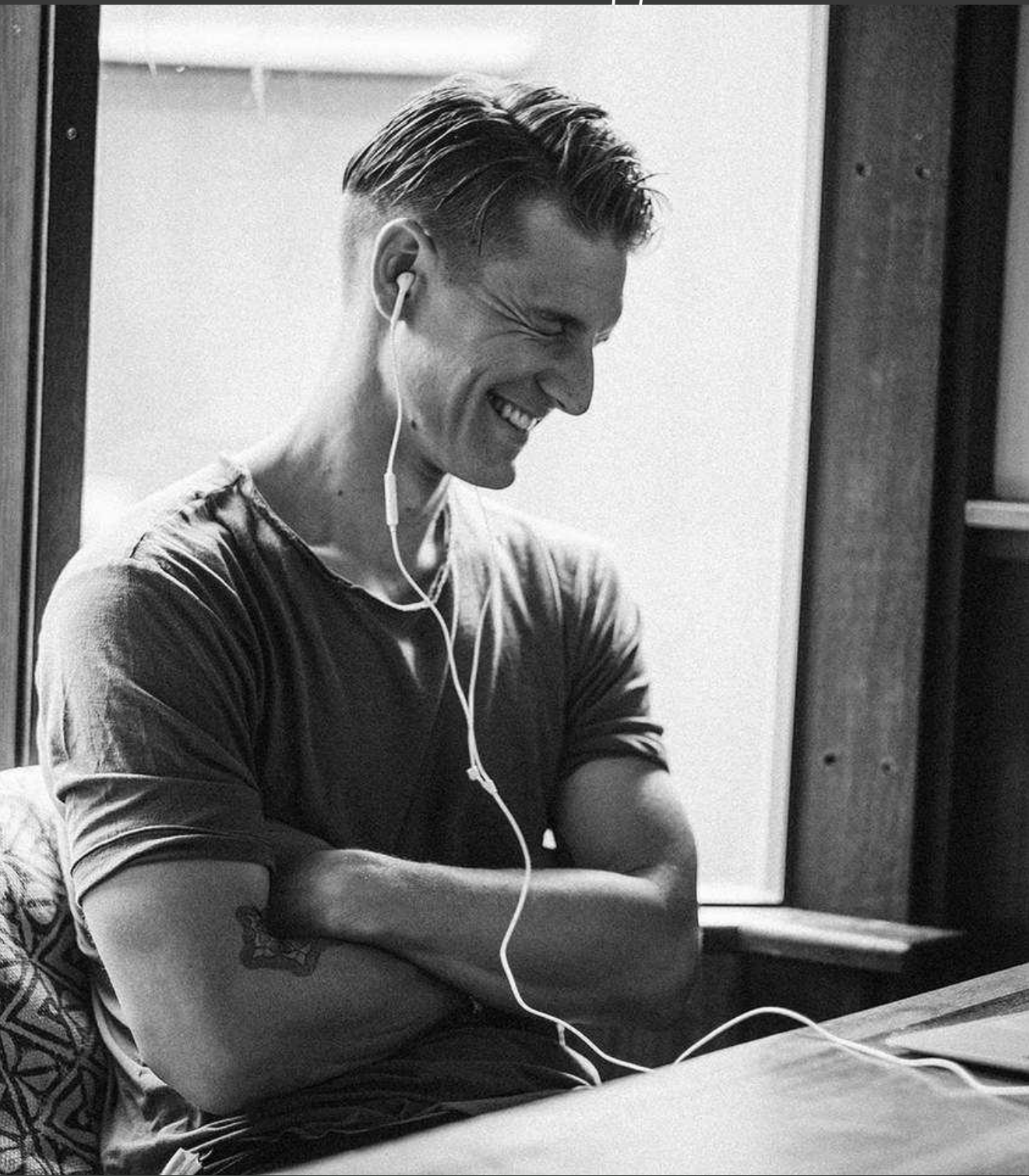
IV Activation ✨

Engage

Congrats! You now have a whole slew of new tools in your toolbox to **engage and activate your team in a way that makes everyone feel good**. But knowing how is just the start...

Providing an experience is one thing. But **providing experiences that last and change the culture is another. That's what we do!**





Ignite

Bring us in for your next event! Maybe it's an office meeting or maybe your hosting a company retreat. We've done them all! It's easy as 1,2,3!

- 1) **Vital Check**- A free consultation to see what your team needs and how to achieve the result
- 2) **Jolt**- We facilitate a culture changing event for you
- 3) **Pulse**- Make the change last!

[Book your free call with us here](#)



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Get In Touch Today!

Have Fun!

