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Sample New Venture Workshop
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Scenario:

Your company is beginning a new product or service line, and it will require new teams and new goals. You have discussed the new venture with your employees and restructured them into new teams, but the teams haven't yet clearly bought in to the new venture, nor have they been able to see how their team will fit in to the larger project. Your teams need a fresh beginning. They need to understand the new venture in terms of short-term and long-term goals. They need to feel that each member of the team has a voice and is recognized for his/her contribution. They need to be able to let go of old projects, teams, and ways. They need to be enthusiastic.

Workshop:

The workshop begins with a presentation of a range of cultural traditions marking the New Year and the inauguration of a new house (two forms of new beginnings), including Yoruban, Zuni, Chinese, and Armenian. Participants work together to identify the commonalities among cultural approaches. The second part of the workshop focuses upon your group and its new venture. As a group, you will be guided through an exercise in which you create and enact your own ritual of new beginnings, drawing upon elements of various cultural traditions as appropriate. The ritual will include key elements necessary to approach a new venture: recognition and inclusion of all members of the community or team; naming of the shared goal as well as individual goals; acknowledging what is being left behind; and setting an intention for energy and productivity in the new venture.

Outcome:

Participants have become more receptive to what lies ahead. They invest themselves in the new project with energy and eagerness. They have a better understanding of the big picture and their own role in achieving new goals. They feel better about letting go of the past.