

The Voice Of Change

a shared harmonies experience



“

This had to be the best leadership workshop I have done in my 25 years in business, I would highly recommend.

Shared Harmonies delivers award winning singing and development services for progressive companies

We want to congratulate you on the first step towards creating the space to facilitate the changes for empowered, productive and thriving teams.

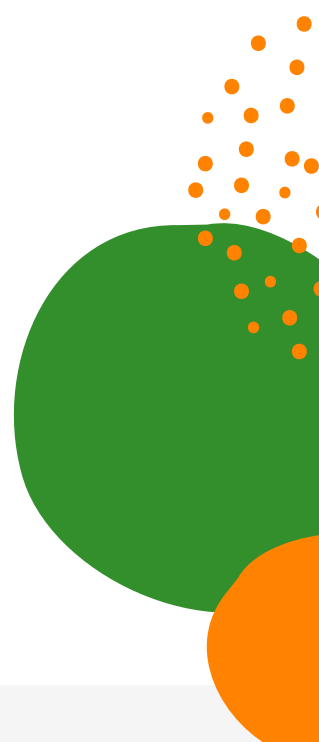
We want to assure you that your business means MORE to us than just a tick-box exercise. This is real transformation.

Using a mixture of facilitation skills and science-backed exercises our experienced facilitators have helped hundreds of visionary leaders to make change happen and positively transform their workplace.

Work with us will be tailored to your needs, impactful and transformative. We are confident that with our expertise your company will be able to achieve the following goals:

- Have fun and connect as a team; create a positive and supportive team culture
- Build relationships and trust amongst colleagues across different tiers of the organisation
- Improve staff value of organisation and increase employee retention
- Improve concentration, creative thinking and confidence, boosting productivity
- Reduce stress, increase happiness and elevate mental & physical wellbeing

Let us guide you through this powerful experience that will transform the minds and hearts of your colleagues in measurable ways.



Meet Our Team Of Experts

Shared Harmonies expert team bring over 50 years combined experience to deliver evidenced based services that enable learning and unlock change.

Emma Baylin

Founder & Director

Emma is a highly skilled facilitator & trainer with 30 years experience of working with some of the UK's leading companies to change thinking, actions & outcomes.



Holly Marland

Resident Composer

Holly is a classically trained singer and composer, supporting our corporate and community clients to create powerful original pieces of music.

Teresa Lipinski

Teresa is a classically trained singer who is passionate about the therapeutic benefits of singing. As well as work with corporate clients, she specialises in Singing for Breathing and Singing for Parkinson's.



Meet Our Team Of Experts

Jenny Cook

Jenny is a skilled singing facilitator in both corporate and community settings. She composes songs for community singing and specialises in singing to improve wellbeing.



Jackie Craig

Jackie is a highly experienced creative practitioner. She is Singing for Breathing trained and specialises in singing projects for health and wellbeing.

Ali Bulivent

Ali is a singer, song writer and highly experienced musical director. She specialises in helping people connect with their voice and the healing power of music.



Shared Harmonies Five Step Experience

Organisational structures are changing, especially with new hybrid ways of working. People's mental health and team relationships have been affected. Trust and empathy between colleagues have been impacted adversely and this has led to a change of environment and affected productivity.

In this new climate most of us are working long hours. These challenges, together with shifting company dynamics and unpredictable outside forces, mean that many work colleagues are losing confidence in their ability to engage with both people and projects.

Progressive leaders who enable others to experience calm through science-backed mindful activities like breath work and singing, see better performance and a healthier balance in the workplace.

What if the most powerful shared experience came from the inside and you had the power to transform your workplace and achieve a harmony you never imagined was possible?



**Let us walk you through the The
Voice Of Change experience.**

The 4 Promises

We make 4 promises to help you feel secure when engaging with the process:

promise 1

You don't have to sing on your own. This is a soulful collaborative exercise and it is important that you feel safe and supported throughout.

promise 2

You will be amazed at the incredible sounds you can produce as a team. Great things are achieved when you embrace new approaches collectively and the experience is rich and lasting. The result is phenomenal harmony.

promise 3

We will all have fun along the way. Expect surprising connections, uplifting achievements, and joyful emotional revelations.

promise 4

We will clearly demonstrate how this group activity relates to leadership theory, organisational development and team building through application.

We ask for trust in our guidance and to go with the experience

Step 1: Get Grounded

The energy to operate effectively lies within, yet many are unaware of - or have lost connection with - their personal power. Tapping into that power through the simple process of grounding and breath work facilitates the experience of stretch and develops a sense of empowerment, resilience, and security.

We lead the group through a mindful breathing exercise to quieten the sympathetic nervous system (which has us in fight or flight mode) and stimulate the parasympathetic nervous system, which moves us into rest and relax mode.

Our experienced team use a combination of facilitation skills and science-backed exercises to deliver our four promises, which ensure participants are present, relaxed, and ready to engage with the experience.

“

The part that Emma delivered on the Away Day was outstanding. She has a unique ability to draw the best out of people and to get them to fully focus on the task and her without feeling compromised and embarrassed. She is professional and extremely talented.

EMMA AVHEDE, MANAGING DIRECTOR; HÄLSA WELLBEING LTD

[VIDEO](#)



Step 2: The Experience

Communal singing has united people throughout history and science shows that this harmonious group activity boosts hormones that encourage trust and happiness. You will be uplifted mentally, physiologically, and spiritually - at a conscious and subconscious level.

We start by using the breath to form sounds and gently progress to notes, allowing participants to feel safe and comfortable sharing their voices with others before moving on to a round (where all participants sing the same thing). We gradually build up to 2-, then 3-, then 4-part harmonies, singing 3-4 songs together.

We lead by example, encouraging participants to support each other and gently stretch their comfort zones while developing co-creative relationships in small teams. We encourage groups of 2 or 3 to stand in the middle, listen to the incredible sounds, and let the harmonies wash over them.

This activity can be a real leveller - you might have the CEO and a part-time admin worker equally in their stretch zones.

“

We invited Emma to run a workshop at our annual general meeting with our entire staff. Emma has this incredible ability to win people over, through the warm up you're gradually singing together and not even aware what you're actually doing, next thing you know you're singing in 4 piece harmony! It was really powerful, to get everyone together and create something like that. To sing out at the top of your voice you have to have full trust that your team are going to do it with you, it was really emotive. We had so much fun and I believe it's had a lasting impact on our team

NORTHERN MONK

EXAMPLE

EXAMPLE

Step 3: The Reflection

Why? The session is processed in a comfortable space, where we consolidate the experience by connecting it to the theme. The group reflects so that in the next step they can extract learning from the reflection and apply it to the theme.

What? A discussion is facilitated to extract reflections from the experience: how did participants feel when we announced the activity? Were they fearful? What did they notice and observe; what did it feel like; what do they feel like now?

How? Often we hear things like: 'I never knew Pete could sing like that' – 'Didn't we sound amazing' – 'When are we entering X-Factor?' The majority of participants admit to feeling very fearful at the start but completely elated at the end.

“

I was a bit nervous about the reaction we would get trying to convince 30 people that singing would help to inspire teamwork. I needn't have been! Comments from the team included: "It helped me see that when the team come together, we can make great things happen", "I want to start every day with the positivity I feel now" and "Today, I've learned something new about people I have worked with for years". Thank you so much for a brilliant session; Shared Harmonies is highly recommended by Nissan.

**RACHEL TURGOOSE, SENIOR CONTROLLER, PRODUCTION CONTROL, NISSAN
MOTOR MANUFACTURING (UK) LTD**

Step 4: The Application

Reviewing the theme through the lens of a dissociated experience enables impactful learning. For example; Organisations comprise individuals, small teams, and departments, and we can easily lose sight of the bigger picture. Experiencing our roles as part of the whole leads to a resounding harmony that is bigger than the sum of its parts.

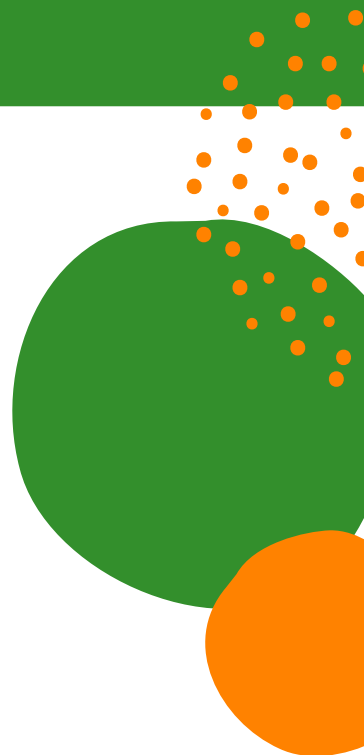
Reflections from the experience are applied to the theme in question, whether that's team building, organisational development, or leadership. For example: leadership – if you felt fear before the exercise, what did I (the facilitator) do that allowed you to feel the fear but do it anyway?

Our skilled facilitators probe participants to enable a greater depth of learning about their own practice – questions such as: what have you experienced that might help you lead people through challenging situations when they may be out of their comfort zone and feeling fearful? When you stood in the middle and heard the combined harmony - what insight can that give us about the need for teams to work together and the impact if they don't?

“

Wow. The feedback has been overwhelmingly positive. Your session certainly had everyone talking afterwards and scored highest of all 7 workshops. Feedback from participants included "Had to be the best leadership workshop I have done in my 25 years in business, (private & public sector) I would highly recommend", "Excellent- best workshop ever!", "Highlight of the conference for me"

MIKE GIBBONS, MANCHESTER METROPOLITAN UNIVERSITY



Step 5: Inspired Action

Other workplace team-building experiences offer temporary excitement but long-term improvements aren't guaranteed due to crucial missing pieces. Our tried-and-trusted method includes reflection, application, and inspired action to ensure impactful transformation that endures beyond the workshop in measurable ways.

Realisations are developed into commitments based on genuine desire and inspired action. The commitment to apply the learning is made individually and as a team.

We hear things like: -

"I will make an effort to make eye contact and talk to people instead of emailing them."

"I commit to bringing some of the positivity I felt today into my workplace."

"I will remember what it feels like to be in stretch and panic when leading my team through challenging times and commit to putting appropriate strategies in place."

"I commit to working in ways that bring departments together to create a unified brand - something greater than the sum of it's parts"

Individual commitments create lasting impact on the organisation as a whole. When commitments are spoken out loud as participants make pledges there is a greater commitment and accountability based on choice, concrete action, and mutual support.

We ask participants to pledge one concrete action (based on their reflections) that they will take away from the session and commit to. We ask participants to fill in pledge cards that we check back in on after 3 months.

Click here to book a call with Emma to find out how we can support your team and let's raise the roof together.

BOOK A CALL

Shared Harmonies

CNC

