

Why Partner with Thought Design?

When it comes to professional growth, many training programs focus solely on acquiring skills—the tools needed for specific tasks.

But there's more to development than just skills. At Thought Design, we believe in going beyond the basics. We're all about helping you not only build your toolkit but also transform how you can use those tools—what's called vertical development.

What is **Vertical Development**?

We can think of the traditional approach to training leaders as “horizontal development”. It is mostly about knowledge and skill development. As someone learns more, they may have a broader base of knowledge and tools.

Vertical development describes the transformation of a leader's emotional and mental filters - the mind-sets and lenses they use to make sense of the world. It is about maturity, wisdom and “complexity of mind”. As adults mature, they can make sense of the world in increasingly complex ways. We often describe horizontal development as pouring more water into your glass, while vertical development is making the glass bigger.

Vertical development isn't just about learning new skills. It's about expanding perspective and seeing the world differently.

Vertical Development Means:

- ✓ **Seeing Your Role More Clearly:** Understanding where you fit into the whole system that is your team and organization.
- ✓ **Understanding Others Better:** Getting why people react the way they do.
- ✓ **Being Self-Aware:** Knowing how your actions affect others.
- ✓ **Thinking Differently:** Seeing the complexity in each situation and being better able to navigate them with the leadership tools you have at your disposal.

Elevate Your Team with Thought Design

For us, partnership isn't just a word—it's action.

Our passion is helping your team become as good as it could be. Explore how Thought Design can transform your team's potential.

How Thought Design Makes a Difference:

- **It's a Journey, Together:** We don't just hand you tools—we guide you on a journey of discovery and growth with lots of support and companionship.
- **Perspective Matters:** We help you see beyond the obvious. We help you see the entire system so you can make different decisions that really impact the behaviors within the system.
- **We Start from the Source:** Leadership is a very human process. We draw from the sciences of adult development, learning and the brain to create an approach that helps grownups to “grow up”.
- **Results That Stick:** Most approaches create fast changes to behaviors that typically fade out over time. Our approach is focused at the “thinking” level and leads to sustainable, transformational changes in leadership, teamwork, thinking, and team outcomes.

Learn more about our approach and
how we can support your team's journey [here >](#)

