



**Organisational and personnel development
through improvisation and theatre**

www.pfirs.ch/en/for-business



Frank Renold

CO-FOUNDER AND HEAD FOR BUSINESS

Interested in how to use improvisational and theatre methods in your everyday work? Great! We have a passion for addressing cultural issues in organisations. For you personally, for your team, or for the whole company.

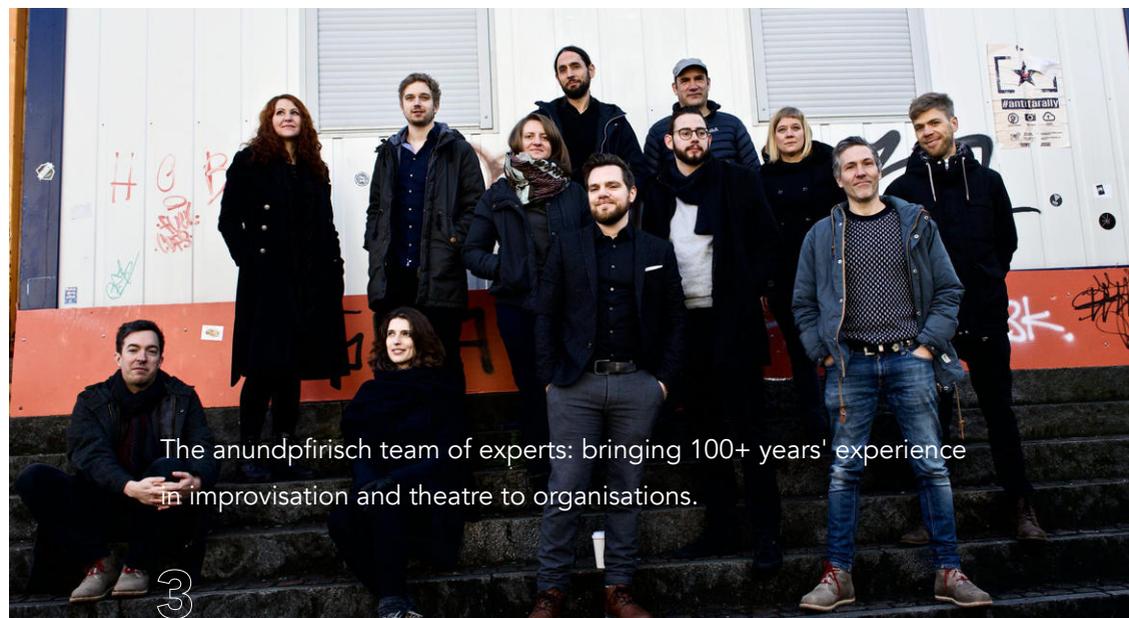
We should probably get to know each other.

There is no one-size-fits-all prescription for working with and for people in companies. The behaviours and attitudes in individuals, in teams, and even more the cultural factors of an entire organisation have been shaped and unconsciously practised for years. We use the experience and methods we know from improvisation and acting to address our clients rationally, emotionally, and intuitively. In this way, we take steps both large and small to achieve lasting change by making people conscious of their corporate culture again so they can actively shape it on a daily basis.

Change depends on real cooperation. We understand this as open, direct, and honest communication, respect, and mutual interest in the success of the project. We expect this professional attitude even more from ourselves. We are convinced of our work and we realise that we don't have a monopoly on truth. We are curious, want to hear how you see the situation, and seek feedback so that we can continuously improve.

Let us know that you're intrigued by this. Give us a call or write us an email. Let's have a cup of coffee, connect you with former customers, or you can get to know us and our work in one of our seminars.

We look forward to it.



The anundpfirisch team of experts: bringing 100+ years' experience in improvisation and theatre to organisations.

EXPERT TOPICS

We know these topics inside-and-out. We have years of experience, apply them daily in our cultural work, and maybe even obsess about them a bit. But we are equally curious about what we can learn from you.

For each topic, we have developed exercises and interventions that can make insights tangible and addressable in ways that will astound you. All our offerings are based on one or more of these expert topics. During consultations, coaching sessions, and training tailored to you and your organisation, we want to know which topics move you the most.

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COLLABORATION

Active collaboration means trusting and being interested in the work of others. Teams that are in the process of gelling can recognise what roles are currently missing as well as any gaps in the process. Colleagues can then jump into the breach and reap real recognition.

**No one can whistle a symphony.
It takes an orchestra to play it.** *Halford E. Luccock*



STORY

Stories turn facts into emotionally charged images that create meaning. Good storytellers use their charm to pull us in. They convince customers and employees alike. Sharing stories together creates powerful values and informal knowledge about a team or an entire organisation.

**Maybe stories are just data –
with a soul.** *Brené Brown*



INNOVATION

New things emerge whenever organisations allow us to spin a crazy idea and then expand it on step-by-step as a team. Employees that embrace innovation show curiosity, are imaginative, and have the desire to experiment together. They can leave behind the behavioural patterns of control and evaluating every single little result, when it is needed.

**We want a few mad people now.
See where the sane ones have landed us.**

George Bernard Shaw



IMPACT

World changers are not afraid of unleashing something within their colleagues, partners, and customers. Only those who venture boldly challenge the heart of the matter in their work will trigger actual movement. In those they're working with directly, across the entire organisation, and even, sometimes unpleasantly, in themselves.

**Nothing's useful, that can't also wound.
What's more useful than fire?** *Ovid*



PLAYFULNESS

Our everyday life in organisations is characterized by conditions and restrictions. If we focus our attention on the gaps between them and have fun making use of them, creating something new becomes child's play.

Playing is an activity that cannot be taken seriously enough. *Jacques-Yves Cousteau*



AUTHENTICITY

Values and genuine honesty are what make for an authentic corporate culture. Especially at the management level. This is the only way an organisation can create strong ties among its employees and with its customers. The team knows: strengths are embraced with self-confidence, while weakness and vulnerability are a natural part of everyday professional life.

**Be yourself.
Everybody else is already taken.** *Oscar Wilde*



OPTIMISM

Those who confidently expect to reach their destination are faster and more relaxed on the way. Strong teams recognise resources even in stressful moments where not everything is succeeding and therefore celebrate their successes all the more intentionally. Customers reward an organisation with a positive attitude in both good times and bad with their loyalty.

An optimist is a person who finds everything half as bad or twice as good. *Heinz Rühmann*



CREATIVITY

Creating the best products and solutions for our clients requires creative freedom and space for bold experimentation. Organisations that encourage their employees not only to think outside the box, but also to go out and make a difference, can experience real miracles. Those who can create are and remain motivated and can achieve amazing things.

Creativity is intelligence having fun. *Albert Einstein*



FAILURE AND RESILIENCE

To be honest, failure is painful. Focusing on the process of recovery and learning will make it easier to take risks and create true development. Resilient organizations talk about their failures. Within the team and with their customers.

A person who never made a mistake never tried anything new. *Albert Einstein*



CONNECTION

When two people look each other in the eye, a thrillingly efficient act of communication happens in just fractions of a second. The unforgettable moments with customers are when we laugh or suffer together. An atmosphere of trust makes employees feel relaxed and honest with each other.

By far the most important space in the universe is the interpersonal. *Ernst Ferstl*



MINDFULNESS

Mindful employees have a conscious and attentive perception at all levels. Where are we now? How are my colleagues doing? How can I really help the customer? Mindfulness of one's own behaviour and openness to the thoughts, needs, and emotions of others will tell us what's really needed. Organisations that truly listen to their customers risk changing. And that's a good thing.

A moment starts living as soon as we pay attention to it. *Daniel Mühlemann*



FLEXIBILITY

Those who remain agile in mind and body know fewer limits. Flexible employees struggle less with stress and remain calm even in surprising situations. They do not primarily see change as a loss, but instead use the newly available resources as a means for the next step.

In a ship being tossed to and fro, those who stand still are the ones who fall. *Ludwig Börne*

WHAT WE OFFER

We use our experience to be inspired by the moment and guide us in our work. Above all, this means that you can count on all involved will actually begin moving and experiencing change, and not just mainly thinking about it.

We are convinced that learning moments will be effective in the long term if they are emotionally and therefore physically anchored.

We work spontaneously, intuitively, and process-oriented. So you also have to expect that we will suggest interventions and exercises that will surprise or provoke.

Our core concern is a change in the daily lives of participants. We therefore reflect our observations and findings well and ensure that they have concrete relevance to everyday life.

We don't follow a plan; we pursue the goal.

The prices listed in this brochure are our guide prices and are always exclusive of the statutory value-added tax. We will gladly prepare a binding offer for you.

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SEMINARS

Our public seminars are ideal as a development offering for you personally or individual employees on your team. A concentrated load of experience for everyday work.

Dates, information, registration:

pfirsi.ch/seminars

TRANSFORM. DON'T REORGANISE.

Fail boldly, then carry on.

Everything is changing, always and everywhere. And faster by the day. Organisations stay in business when their culture is open to new things and their employees are actively shaping the change. Learn to make these shifts a part of a confident and healthy personality and corporate culture.

■ Failure and Resilience ■ Flexibility ■ Optimism

SHOW UP. DON'T PRESENT.

Make an authentic impression to stick in mind.

Can you learn to be charismatic? Yes. Recognise how you affect others and the elements that make up your presence. Learn to make specific use of your unique facial expressions, gestures, and voice on the basis of concrete, everyday situations.

■ Impact ■ Authenticity ■ Playfulness

PLAY WITH STATUS. DON'T FIGHT FOR IT.

Make good use of power, respect, and sympathy.

When people come together, unconscious status games emerge. Who's dominant? Who's submissive? Who will get respect? Who seems arrogant, uncertain, determined, or sympathetic? Learn to play with your status, reach your goals, and get further.

■ Connection ■ Collaboration ■ Impact

TELL YOUR STORY. DON'T TELL FAIRY TALES.

Business storytelling: entertain, inspire, convince.

Stories turn facts into emotionally charged images that create meaning. Use your charm to pull your listeners in. Learn how to use stories to communicate your point of view in an exciting and professional way.

■ Story ■ Collaboration ■ Impact



TRAINING

For teams or groups from your organisation, you can also book our seminars as in-house training at your site or ours. All our training sessions help weld together and strengthen teams and whet their appetite for more.

If you are concerned with topics our seminars don't cover, we will develop a tailor-made training programme for your organisation based on our ■ EXPERT TOPICS.

Terms

for in-house training sessions

Trainer fee

incl. preliminary discussion, individual preparation, up to 12 participants

Half day: CHF 1600.- / Full day: CHF 2600.-

In addition, we will charge as necessary for:

- Custom design
- Extended consultancy and preparation effort
- Travel times greater than 45 min. from Zurich main station
- Room rental for sessions held on our premises
- Travel expenses, accommodation, and meals



COACHING

We will walk with you or other leaders and specialists in your organisation as you go through important development processes and challenging situations. In doing so, you get step-by-step access to our full expertise.

Possible topics include:

- Develop and expand your leadership style
- Your big presentation at the annual meeting
- Communicating unpopular decisions
- etc.

Terms

for individual coaching of individuals or small groups

Coach fee

billed by the hour

CHF 200.- / h

In addition, we will charge as necessary for:

- Travel times greater than 45 min. from Zurich main station
- Travel expenses, accommodation, and meals



INTERVENTIONS

Our interactive interventions make corporate culture accessible to larger groups in an unconventional and entertaining way.

We also like to be creative with you and work together to develop a tailor-made intervention for your organisation.

Terms

Prices are largely dependent on group size and situation. We will be happy to discuss your ideas and make a binding offer.

CONFERENCE THEATRE

Accompany meetings and staff events

Group sizes: 30 - 1000 people

We are attentive listeners and mix with the participants. In short sequences of 10 to 30 minutes, we process the contents of your conference into pointed, improvised theater scenes. We pay close attention to the emotional reactions of the audience and make these vividly memorable.

FORUM THEATRE

Initiative in change processes

Group sizes: 30 - 300 people

We start with a short theatrical scene that highlights the state of affairs in your organisation. In developing this scene, we use your knowledge, your feelings, and your corporate culture. Together with the audience as a team, we experiment with the way the characters act and thus anchor a prototype of a new reality in an entertaining way.

CAMPFIRE

Strengthening culture and values

Group sizes: 30 - 300 people

After a large group input sessions with tricks to encourage storytelling, we sit down comfortably around the "campfire". Moderated by us, employees from all eras tell stories about the company. We discover through personal, touching, and entertaining anecdotes how your corporate culture has evolved over the years and how we can best address current issues as an organisation.



CONSULTANCY

For many years, we have had the opportunity to immerse ourselves in the cultures of organisations and teams big and small. We know the pinch points and have helped shape and supported dozens of change processes. You and your organisation: you are not alone. We will share our expertise and are happy to advise you.

Possible topics include:

- Involvement of the entire organisation in change process
- Staging employee events
- Creating storylines for customer or product presentations
- etc.

Terms

For consultancy related to our ■ EXPERT TOPICS

Consultant fee
billed by the hour

CHF 200.- / h

In addition, we will charge as necessary for:

- Travel times greater than 45 min. from Zurich main station
- Travel expenses, accommodation, and meals



KEYNOTES

Our keynotes are neither PowerPoint snoozefests nor stopgaps. We get our audience moving and make contact with them. We chat and connect the topics that concern your organisation with stories that nobody forgets easily.

Treat your conference or your staff occasion to an entertaining experience and see how much energy improvisation can add to your everyday work life.

Terms

for keynotes with improvisation related to our ■ EXPERT TOPICS

Speaker fee
incl. preliminary discussion, individual preparation

Keynote of ca. 20-30 minutes: CHF 1600.-

In addition, we will charge as necessary for:

- Extended consultancy and preparation effort
- Travel times greater than 45 min. from Zurich main station
- Travel expenses, accommodation, and meals

What's on your organisation's mind?

We are curious, happy to listen, answer your questions,
and work together to create a tailor-made solution
that meets your needs.

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