

# Creating A Thinking Environment

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The Thinking Environment is a framework developed Nancy Kline based on the observation that:

**The quality of everything that we do depends on the quality of the thinking that we do first. The quality of our thinking depends on the way we treat each other while we are thinking.**

# Our Offering

One of the most valuable things that a leader can give to others is a Thinking Environment. The Thinking Environment is enabled by ten behaviours, ten ways of being. These are known as the Ten Components of a Thinking Environment:

<b>Attention:</b>	Listening without interrupting and with genuine interest
<b>Equity:</b>	Treating others as thinking peers, and giving equal time to think
<b>Ease:</b>	Letting go of internal urgency and creating a calm atmosphere
<b>Appreciation:</b>	Noticing what is good and saying it
<b>Encouragement:</b>	Giving courage to explore new thinking without competition
<b>Feelings:</b>	Welcoming the release of emotion and creating a safe space because it restores quality thinking
<b>Information:</b>	Absorbing all the relevant facts to inform thinking
<b>Difference:</b>	Prioritising diversity of group identities and understanding their lived experience
<b>Incisive questions:</b>	Freeing the human mind of untrue assumptions lived as true
<b>Place</b>	Creating a physical environment that communicates: “You matter.”

We teach leaders these ten behaviours and how to apply them in various contexts such as one-on-one meetings, group meetings, mentorship, and their overall leadership style. By creating a Thinking Environment, leaders foster an atmosphere that supports and enhances the quality of thinking, leading to more effective decision-making, collaboration, and innovation.

# The Packages

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## Thinking Environment Foundation

Delegates are introduced to the Ten Components of a Thinking Environment and their applications (Thinking Pairs, Dialogue, Rounds, Open Discussion, Meetings, The Time to Think Council, Presentations).

By participating in this programme, individuals and teams will acquire the skills necessary to establish and cultivate a Thinking Environment.

**2-days training**

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## Time To Think Council

The Time to Think Council, inspired by the North American Council of elders, is designed to create a structured and respectful space where participants can share challenges and tap into the collective intelligence of the group. This programme is particularly beneficial for organisations seeking to foster a culture of learning and knowledge exchange among their members.

**1-day training**

## Transforming Meeting

Thinking Environment meetings are inclusive. Participants learn to engage each person's mind fully, facilitate respectful discussions, deliver compelling presentations, and make decisions of exceptional quality.

**2-day training  
+ follow up sessions**

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## The Mentorship Course

In our mentorship programme, mentors and mentees learn to establish a Thinking Environment. Mentors offer guidance using the language of experience and knowledge instead of advice, while mentees develop independent thinking skills. This creates a supportive and respectful environment for growth and development.

**2-day training  
+ follow up sessions**

# Our Story



“5424 (54TwentyFour) is the street number of my childhood home in Orlando East, Soweto. Growing up in a low-income community, I witnessed first-hand the challenges of unemployability, teenage pregnancy, alcoholism, and other social issues that persist in South Africa. Today, I find myself in a better place, partly due to the transformative social changes that unfolded during the 90s.

Growing up in the 90s, I witnessed a remarkable period in South Africa marked by our first democratic election, which saw Nelson Mandela become the nation's first black president, and the acceptance of our constitution. These milestones instilled in me a profound sense of hope for equity and inclusion.

I founded 54TwentyFour when I realized that, despite changes in laws and an increased intolerance for discrimination, there remained an ongoing need to create inclusive workplaces that embrace diversity and enable social progress.”

**JULIA MAKHUBELA**

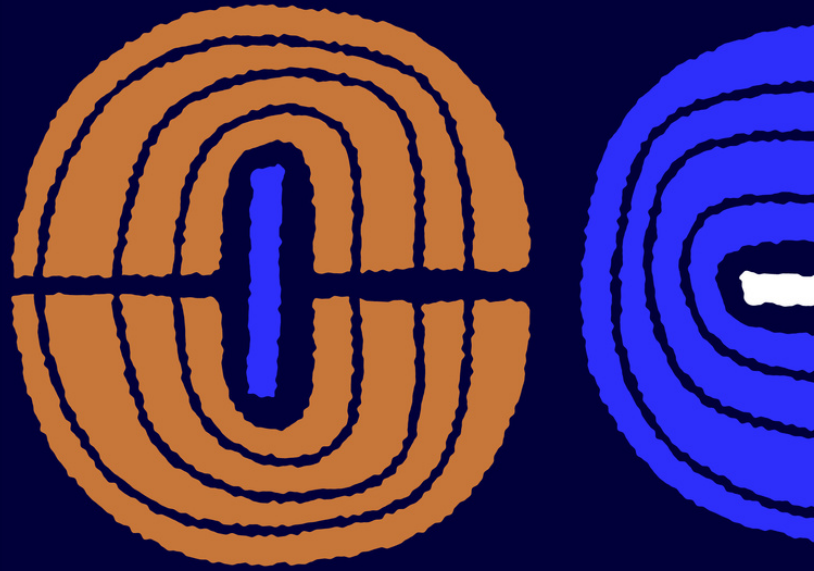


# About Us

**54TwentyFour is a diversity, equity and inclusion consultancy, specialising in inclusive employee experience design and leadership development.**

The employee experience is the journey that an employee has in an organisation. It starts with the initial impression a potential employee forms about the organisation and extends to the recruitment and onboarding experience.

It includes the day-to-day work environment, relationships with colleagues and leaders, work-life balance, career development opportunities, as well as how personal and professional transitions are handled, and ultimately the employee's departure from the organisation.



It directly impacts employee engagement, productivity, retention, and advocacy, driving organisational performance.

**Our mission is to support organisations in creating inclusive environments that unlock the full potential of their diverse workforce.**

## Some of our previous and current clients:





# Thank you.

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LEVEL 1 B-BBEE CONTRIBUTOR

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