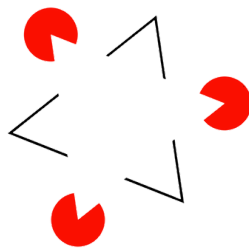


TRILITERAL FIELD GUIDE

Redefining Human Potential

An Introduction to Sense Making with Us



Trilateral



Who We Are



Thinking Differently



In a world saturated with information and marked by rapid, often disorienting change, traditional approaches to personal and organisational development are no longer enough. Institutions falter. Individuals feel increasingly fragmented. And the very frameworks meant to help us grow are often the same ones that hold us back.

At Trilateral, we offer a different starting point. Instead of layering new tools on top of old thinking, we go deeper - beginning with the mind itself. Our work is grounded in cognitive science, systems thinking, philosophy, and lived practice. We don't aim to simplify complexity, but to build the clarity and flexibility required to navigate it.

We believe the real frontier of development lies in cognitive mastery: learning how to think, decide, and act with intention in the face of uncertainty. This includes the capacity to challenge assumptions, update beliefs, and align values with real-world actions. It means building mental models that are both rigorous and humane.

Our approach is not about quick fixes or performative self-improvement. It is about learning how to live and lead with depth. Through our flagship programs: *Serious Thinking*, *What Matters*, and *Tools for Living*; we equip individuals and teams with the perspectives, language, and schemas needed to make sense of themselves and their work.

We exist for those ready to take thinking seriously; not as an academic exercise, but as the engine of meaningful change. Because in a world defined by impermanence, there is nothing more vital than the act of deliberate, conscious living.



The Shape of Our Thinking



Our frameworks sit across three levels: the individual, the collective, and the systemic. Each of these levels contains distinct challenges - but beneath them all lie the same patterns: loops of perception, emotion, judgement, and action. When we can see these loops clearly, we can begin to shift them.

What makes our approach different is the way we thread disciplines together - cognitive science, behavioural theory, systems thinking, cybernetics, and philosophy; into something both practical and profound. We aren't offering one lens, but a way of seeing that integrates many.

The Core Frameworks Behind Our Work:

- **The Cognitive Narrative Structure:** A practical tool for mapping how thoughts, feelings, and behaviours shape identity, both personally and organisationally. It helps individuals and teams surface the assumptions and emotional drivers behind patterns of action, resistance, and drift.
- **Dual Process Model of Selfhood:** An integrated view of the mind as both an immediate experiencer and a reflective storyteller. This framework helps explain why we repeat the same mistakes, how identity forms, and what it takes to initiate change that lasts.
- **The Cognitive Loop Framework:** A system for embedding values as feedback processes. It shows how values are enacted (or eroded) through culture, decision-making, and communication and how to build loops that reinforce alignment, adaptability, and integrity.

These frameworks are not off-the-shelf diagnostics. They are living structures; designed to be adapted, internalised, and used across domains. Together, they offer a way of tracing meaning through noise, aligning intention with behaviour, and surfacing the real leverage points for change.

We think of our work as a form of conceptual engineering, helping people and organisations refine the tools they use to think with. That might mean reframing a personal narrative, mapping the distributed mind of a team, or stress-testing the values that underpin an entire system.

Each intervention is spiral by design; building, revisiting, and deepening over time. There are no one-time fixes here. Only the steady work of shifting how people think, and through that, what becomes possible.

We offer three flagship programs, each designed to address distinct but interconnected aspects of personal and organisational development. These programs are grounded in our approach to cognitive mastery, grounded in practical use of mental skills. While they are clearly structured, they can be tailored to your organizational needs. Let's unpack them:

Serious Thinking: Is a modern approach to critical thinking skills that goes beyond a simple list of biases. While traditional courses focus on identifying heuristics or logical fallacies in isolation, Serious Thinking focuses on the bigger picture. Through layers of theory, we explore how the mind responds to ambiguity and what are the bugs and features of this process. This program emphasises:

- **Systematic Focus:** The human brain is treated as a complex system, and is then examined as part of the larger system of dynamic social networks. This focus on emergent properties allows for a dynamic view of cognition that adds value rather than empty confidence.
- **Practical Upskilling:** Beyond simply recognising cognitive biases by name, participants learn to address these biases through actionable strategies, fostering better decision-making and cognitive resilience. Heuristics are also grounded in their appropriate use.
- **Application to Complexity:** Through case studies, scenario simulations, and real-world challenges, participants are guided to apply critical thinking to multifaceted situations, enabling them to navigate uncertainty and ambiguity with confidence.

What Matters: focuses on the Core values that define the heartbeat of an organisation. This program focuses on helping organisations articulate, align, and embody their values, transforming them from abstract ideals into lived practices. Whether as a foundational step in establishing a company, or a deliberate tool in crafting excellent cultural strategy, What Matters builds sustainable, implementable systems of mutual cognitive orientation. What Matters integrates insights from systems theory, motivational interviewing, and collective behaviour change to:

- Define core values that authentically resonate with organisational identity.
- Refine their onboarding and orientation frameworks to instil these values in newcomers and existing team members.
- Generate mutual cognitive orientations across teams, producing a synergistic value-driven culture.

Based on the *Cognitive Loop Framework*, ideals become actionable tools for cultural strategy both internally and externally.

Tools for Living: is our widely scalable introduction to basic cognitive skills. It is designed for use across organizations of any size and can be completely self run. It focuses on *the stories we tell ourselves*, using tools like the CBT triangle and common cognitive distortions. This program provides actionable strategies for improving thought patterns, regulating emotions, and changing behaviour. Key features include:

- Cognitive-behavioural work for reframing challenges.
- Self-guided workshops that explore storytelling and self-narratives as tools for personal growth.
- Accessible techniques for integrating mindfulness and reflection into daily life.

Tools for Living provides your organization with a toolkit for taking control of their cognitive lives.

Mini-Programs and Consulting: In addition to our flagship programs, we offer a range of mini-programs/talks/interventions and consulting services addressing specific common organisational problems and cognitive topics. These include:

- **Blame Culture and Accountability:** A program that examines the roots of blame culture, providing actionable data for pivoting towards accountability and psychological safety within and across teams. Through dynamic systems mapping, participants learn to identify patterns that perpetuate blame and replace them with constructive approaches to feedback and collaboration.
- **Stress Identity and Resilience:** This mini-program explores how stress becomes embedded in personal and organisational identity and the effects this creates. Participants gain tools for recognising and reshaping these patterns to build more resilience.
- **Authority, Control and Persuasion:** Unpacking the core elements of how power is constructed cognitively, how it enacts through systems and expectation; and learning a more nuanced view of the spectrum of leadership styles.

These targeted programs and consulting services complement our flagship offerings, providing organisations with the flexibility to address their pressure points while allowing for long-term growth and development.



Testimonials



Below is some of the feedback we have received on our interventions, showcasing insights from leaders who have experienced the transformative impact of our programs:

The amount of work and preparation for a new area of work was really impressive. It has given us a lot of tools to begin changing how we interact with each other.

Many of my team members are not prone to introspection and thinking deeply about redefining the problems & solutions we deal with. This journey has forced them to think much more about the things that really move the dial.

Loved your style and flexibility! The amount of time and effort you have put into the content shows and is exceptional.

Thank you for the experience - really took us out of our comfort zone.

I feel like I can take more control of the stories I tell myself and turn my negative patterns around.

The various frameworks presented help me understand that, while not intended, we perceive the same things so very differently!

Learning about ego injury helped me locate and understand my disengagement from parts of my job that I really used to care about. Maybe I can begin to care about them again now.

The course evolved as we progressed and loved that it did and could. I think that we had a breakthrough in one of the sessions where the team had not done the homework and we discussed the long term value to the business and framed everything in a real tangible way.





Working with Us



In a world increasingly defined by uncertainty, complexity, and rapid change, leadership requires more than vision—it demands clarity, adaptability, and purpose. Trilateral is uniquely positioned to equip leaders and organisations with the cognitive tools and frameworks necessary to thrive. Whether you seek to foster innovation, change the way you experience yourself and your thoughts, align core values with action, or navigate the complexities of modern systems; our offerings provide the depth and practical application needed to create meaningful change.

Take the next step toward transformative leadership and organisational growth. Let's explore how Trilateral can partner with you to craft tailored solutions that align with your goals and inspire your teams. Together, we can redefine what it means to lead in a complex world. We can redefine what it means to be.

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