

AGLX

Flow
Learning
Lab

Teamwork is the key to success

In your high-stakes business environment, the consequences of poor teamwork are significant. Teams that work well together and develop a flow state will outperform those that can't.

AGLX deliver world-class team training across our global network, through the Flow Learning Lab - it's like 'a flight simulator for teamwork.'

Most organisations invest in technical skills and leadership, but few invest in teaming. Many teams struggle with communication breakdowns, unclear roles, conflicting goals, and unspoken assumptions. It's time to invest in your teams.

Enter the Flow Learning Lab: an experiential learning program for teams based on a fusion of the Interpersonal Skills Lab platform and AGLX's expertise in minimising friction and maximising responsiveness in high-performance environments.

Through a space mission simulation that mirrors real world pressure, participants practice effective teamwork. To complete each mission the team will need good communication and collaboration. Debriefs are short and sharp, learning is fast and the impact is high.

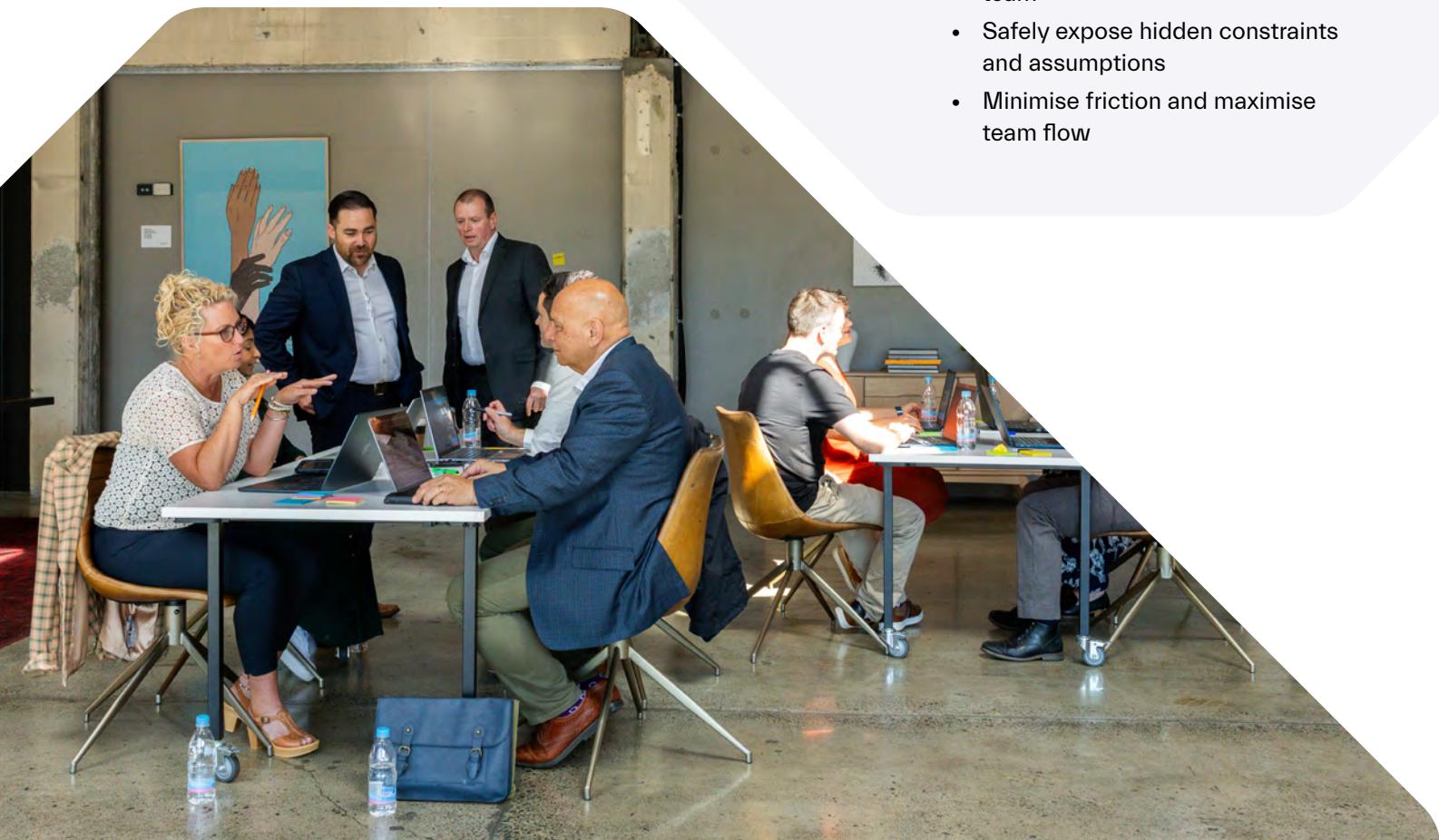
The Flow Learning Lab has been distilled from the training methods used for teams operating in high performance, high consequence environments like fighter aviation, counter terrorism and professional sports and is designed to get your team working in a flow state.

Outcomes:

Participants strengthen teamwork, communication, decision-making, and leadership under constraints like time pressure, information overload, competing priorities and diverse viewpoints. These are essential capabilities for facing complex and uncertain challenges.

Teams will:

- Build communication and teaming skills
- Develop shared situational awareness
- Identify blind spots within the team
- Safely expose hidden constraints and assumptions
- Minimise friction and maximise team flow



Flow Learning Lab Training Missions

We collaborate with you to define training objectives and design an approach tailored to your team's needs. Below are examples of training packages, these are offered in both online and in person formats (4–16 people per mission).

Team Kickstart	Leadership Team Lab	Team Performance Program
<p>Format: Half-day</p> <p>Best for: New teams or teams that need a reset. Project teams, functional teams, agile squads, newly formed boards.</p> <p>Purpose: Rapidly establish shared understanding, roles, and rhythms to make better decisions and remove friction.</p> <p>What's covered: Practice high-pressure teamwork, surface communication issues early, and set the conditions for a successful team performance.</p>	<p>Format: Full-day</p> <p>Best for: Senior leaders, boards of directors and executive teams who want to supercharge their team performance.</p> <p>Purpose: Build stronger decision-making, accountability, and responsiveness under pressure. Take on significant challenges with confidence.</p> <p>What's covered: Explore how team dynamics, competing priorities, and unspoken assumptions impact performance. Learn to adapt quickly and lead collectively.</p>	<p>Format: Four half-day sessions over 3–4 months</p> <p>Best for: Teams working together long-term who face high stakes, high consequence challenges.</p> <p>Purpose: Strengthen psychological safety, role clarity, and team responsiveness over time.</p> <p>What's covered: Build trust, address real-world team challenges, and embed new habits through a spaced learning journey that mirrors actual work conditions. Maintain team flow.</p>

For More Information

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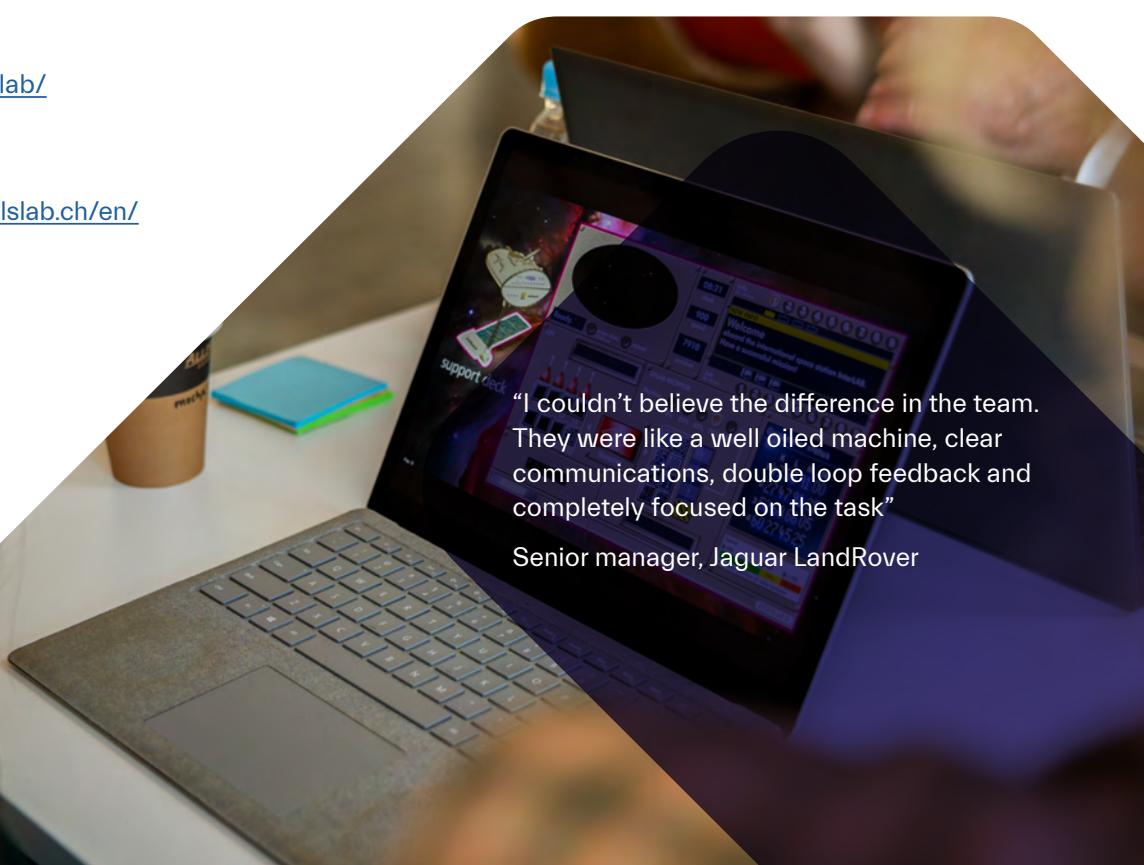
<https://www.aglx.com/flow-lab/>

INTERLAB

<https://www.interpersonalskillslab.ch/en/>

Schedule a Demo:

Contact dougm@aglx.com



“I couldn’t believe the difference in the team. They were like a well oiled machine, clear communications, double loop feedback and completely focused on the task”

Senior manager, Jaguar LandRover

Who We Are

As a global business with local partners, AGLX works with organisations operating in fast-changing, uncertain environments. Our work is grounded in a new way of thinking about business management—and includes world-leading approaches to strategy, teamwork, innovation, and risk.

As leadership teams develop strategy they are fundamentally shaped by their context. We guide them in making sense of their situation and finding responses that bring success.

We help teams increase flow, maximise their responsiveness and create value—leading to better decisions and effective resource use, delivering benefits like increased profitability, improved efficiency, and long-term resilience.

Our Clients



Team Bios



Steven McCrone
Managing Director
AGLX Asia Pacific

Steve is a globally recognised speaker, facilitator, and thought leader in the field of complexity management.

Before joining AGLX, Steve honed his ability to make high-stakes decisions in uncertain settings through his service in bomb disposal with the New Zealand Army—a formative experience that shaped his approach to teamwork, risk, and resilience under pressure.

Steve is the architect behind ICE Innovation® and the Adaptive Strategy methodology—both central tools in AGLX's work to help organisations navigate complexity. He is also an accredited Cynefin trainer, integrating complexity theory into his facilitation, consulting, and executive coaching.

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Doug Maarschalk
Director & Flow Learning Lab Lead
AGLX Asia Pacific

Doug is a seasoned strategist, facilitator, team and leadership coach. Doug partners with senior teams in both commercial and public sectors, helping them to navigate complexity by developing adaptive strategies, strengthening capability, and fostering innovation.

Doug is a Certified Organizational Coach (IECL), is trained in Agile Team Facilitation (ICP-ATF), and holds a Cynefin accreditation.

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The session was fun, engaging and insightful!

It was a valuable opportunity to reflect on and strengthen our interpersonal and team skills in a safe, dynamic environment."

Jill Walters, OD Manager