

CAIRO
EGYPT

JOHANNESBURG
SOUTH AFRICA

NEW DELHI
INDIA

SWITZERLAND

EUROPE

Heartbeat Innovation Lab

FROM EMOTIONAL PRESSURE
TO EMOTIONAL INNOVATION



FUTURE
PIONEERS



ENTREPRENEURS



DECISION
MAKERS &
INVESTORS



SOCIAL IMPACT
ACTORS



RE-INVENT
YOUR PURPOSE
IN RETIREMENT

LIVE • EMBODIED • INTERGENERATIONAL • REGIONAL

A future- & trauma-informed leadership approach

1. What is the Heartbeat Innovation Lab?

From Emotional Pressure to Emotional Innovation

The **Heartbeat Innovation Lab** is a live, future- & trauma-informed leadership and innovation format for regions, organisations, entrepreneurs and social impact communities navigating uncertainty and transition. It creates a structured space where people can slow down, sense what is really at stake, make hidden dynamics visible, and transform emotional pressure into collective capacity, strategic clarity and innovative action.

The Lab can take place anywhere in the world — hosted by organisations, universities, foundations, regional initiatives, business networks or local partners. Each edition is globally connected and locally adapted to the specific **emotional pressure**, strategic challenges and innovation needs of the place. At the heart of the Lab is **Emotional Innovation Solutions™**, a leadership approach for the first generation of wayfinders in a 3° world.

The Standard Format: 3 Days

The standard Heartbeat Innovation Lab is designed as a **3-day live experience**.

Participants work with real cases, regional questions, organisational challenges and personal leadership impulses. The process combines strategic reflection, embodied system mapping, emotional intelligence, innovation design and concrete action planning. Depending on the needs and capacities of the host, the format can also be adapted as a **1-day impulse lab** or a **2-day compact lab**.

1. What is the Heartbeat Innovation Lab?

Funding and Hosting

Each edition is co-created with the hosting organisation. Funding concepts can be developed in different ways, for example through:

- existing funds or programme budgets of the hosting organisation
- participant fees
- sponsorships and scholarships
- crowdfunding or community-based support
- joined application for funds provided by governments or foundations
- blended models combining several sources

The intention is to make each edition financially realistic, context-sensitive and aligned with the purpose of the host.

The Invitation

The Heartbeat Innovation Lab asks what becomes possible when a region learns to listen more deeply, see itself more clearly, release what blocks movement, and act from renewed coherence.

What do you sense becomes possible when your region transforms emotional pressure into emotional innovation?

2. Why now?

The world has entered an era in which uncertainty is no longer an exception but the defining condition of leadership.

Geopolitical fragmentation, climate and ecosystem instability, social polarization and accelerating technological change are not isolated challenges. They interact in ways that exceed the capacity of traditional linear thinking. They create increasingly emotional pressure, anxiety and individual as well as collective "freeze" states within organizations – beyond the point that we would call "healthy".

For centuries, education and leadership development have prepared people to solve problems. Increasingly, however, the challenge is no longer solving predefined problems, but navigating situations in which neither the future nor the solution is fully known.

In such a world, knowledge, analytical thinking and artificial intelligence are essential - but they are in no way sufficient.

When certainty disappears, emotional capacity and intelligence become the difference that makes a difference: being able to cultivate strategic coherence in the midst of a world that cannot be controlled and to act innovative together following the inner sense of purpose.

***The Heartbeat Innovation Lab* develops exactly this capacity.**

3. Who is this for?

For people who feel the pressure — and are ready to move differently

The Heartbeat Innovation Lab is designed for people who carry a real question and want to contribute to a better future. It brings together people who usually do not learn deeply enough with each other:

Future Pioneers, 20–30

Young leaders, founders, activists, students and emerging professionals who want to bring their purpose into the world with courage, clarity and support.

You bring energy, imagination, urgency and a sense of what the future is asking for.

SME Entrepreneurs & Business Leaders

Founders, owners and executives who navigate volatile markets, succession questions, strategic transitions, innovation pressure and international growth.

You bring experience, responsibility and the daily reality of decision-making under uncertainty.

Social Impact Actors

Changemakers, educators, NGO leaders, ecosystem builders and community innovators working at the edge of social, ecological and economic transformation.

You bring commitment, field experience and a deep sense of what needs to change.

3. Who is this for?

Investors, Partners & Ecosystem Builders

People who do not only invest in projects, but in human capacity, trust, innovation and long-term ecosystem development. You bring resources, networks and strategic leverage.

Purpose-Driven People in Retirement or Transition

Experienced professionals who are asking:

- o What is my next meaningful contribution?
- o Where can my life experience serve?
- o How can I support the next generation?
- o What does purpose look like now?



You bring wisdom, perspective, time, networks and the possibility of intergenerational sponsorship.

The Intergenerational Edge

The Heartbeat Innovation Lab intentionally brings together established decision-makers and the next generation of potential leaders. By bridging corporate experience with grassroots innovation, we break through old bubbles and co-create new leadership architectures.

This is not just another seminar or workshop - it is a global laboratory, that will be ongoing if you want to!

4. What is the approach?

Emotional Innovation Solutions™

A future & trauma-informed leadership approach

Emotional Innovation Solutions™ is a leadership and transformation architecture designed by Henrik Langholf and Ann La-Forker for people leading in environments characterized by uncertainty, complexity, and rapid change. It integrates foresight, emotional intelligence, systems awareness, trauma-informed practice and strategic alignment into a single coherent learning cycle.

Its core proposition is:

The future-readiness of any organization depends on its ability to transform emotional pressure into creative and collective capacity.

**“Innovations that are not emotional coherent are no option.
We need emotionally intelligent solutions!”**

EMOTIONAL INNOVATION SOLUTIONS™

A FOUR-PHASE LEARNING CYCLE



4. What is the approach?

The Learning Cycle

1. Strategic Coherence Check: Identifying systemic misalignment

The process begins with a structured reflection on coherence. This diagnostic step explores alignment across five interdependent layers:

- o **Foresight:** What are the external forces shaping the environment of my/our system?
- o **Strategy:** What are my/our explicit choices about direction and value creation?
- o **Capabilities:** What is my/our organisations unique capability today – and tomorrow?
- o **Organization & Governance:** How do my/our ways of decision-making and structures support action?
- o **Inner Coherence:** On a scale between 1 and 10 - how coherent do I feel with regard to the answers above?

This phase surfaces gaps, tensions, and misalignments that often remain implicit in everyday operations and yet create hidden costs. These insights serve as the entry point for deeper systemic exploration.

4. What is the approach?

2. Embodied System Mapping: Making your social system visible

The identified coherence gaps are explored through Embodied System Mapping, a future and innovation focused form of systemic constellation work. In this phase, the system is not only analysed cognitively but made experientially visible through relational and spatial mapping.

Participants are invited to:

- o visualize systemic dynamics in a “hands-on” manner
- o explore relationships, tensions and potentials
- o develop a deeper, felt understanding of how the system currently functions

This creates a shared “Map 1” — a living representation of the system as it is experienced in the present.

4. What is the approach?

3. Emotional Release Work: Transforming emotional and relational constraints

Within and across the mapping process, emotional and relational blockages naturally emerge. Emotional Release Work supports the constructive transformation of these patterns.

It enables participants to:

- o recognize emotional reactivity and protective responses
- o work with stress and tension without pathologizing them
- o release fixation and rigidity in overtaken system positions
- o restore access to clarity, presence, and creative responsiveness

This phase allows movement from a current reality (“Map 1”) toward a more coherent and generative constellation (“Map 2”). It serves as inspiring prototype of a possible future that is in line with what your heart beats for.

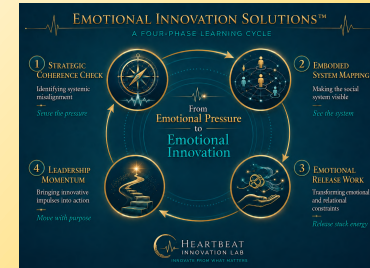
4. What is the approach?

4. Leadership Momentum: Bringing innovative impulses into action

There is a promise all along the whole learning journey: **Every impulse of purpose deserves to become visible - and to receive a response.** After the visibility and responses we experienced in the former phases it's now time to build a concrete "Innoaction Roadmap" – to visualize the concrete steps each participant wants to undertake "back home" and maybe the whole Heartbeat Innovation Lab team together in the days to come.

With this the Learning Cycle and its integrated logic become complete:

- o The Strategic Coherence Check surfaces systemic misalignment
- o Embodied System Mapping makes it visible and provides valuable insights
- o Emotional Release Work transforms internal and relational blockages
- o Innoaction Roadmapping prepares leadership momentum



Strategic wayfinding in uncertainty emerges. The cycle then repeats at a higher level of complexity and integration.

5. The Agenda... the final version will be co-created

	Day 1	Day 2	Day 3
 Morning	1. Kick-off 🚀 & Welcome! 2. Interactive Introduction & Check-in: Who is who? with Future Inspiration Cards™ 3. Strategic Coherence Check: Identifying our needs for heartbeat innovations!	1. Harvesting from Day 1 2. Deep Dive: Emotional Innovation Solutions™ Canvas 3. Case 4 – 5: Embodied System Mapping	1. Harvesting from Day 2 2. Case 9 – 10: Embodied System Mapping 3. Innoaction Roadmapping: What is possible for us – when we really connect?
 Afternoon	4. Case 1 – 3: Embodied System Mapping: Making hidden relationship dynamics, tensions and potentials visible to discover leverage points for change & innovation	4. Case 6 – 8: Embodied System Mapping 5. Deep Dive: Trauma-informed Leadership & Emotional Innovation Game™	4. Outlook: Activities & invitations from the Heartbeat Innovation Ecosystem 5. Harvesting from Day 3 6. Check-out
 Evening	Open Space	6. Future Crime Dinner	


Heartbeat Innovation Lab
Innovate from what matters.

6. Our Ecosystem for Regenerative Futures

Spirit For Future_Innovation Labs is an international consultancy and academy founded by Henrik Langholf. Together with Ann La-Forker, Founder of Integrity For Future, they develop *Regional Innovation Labs – forums for purpose-based regional development* on different continents. Henrik and Ann are also the architects and hosts of the Heartbeat Innovation Lab.

The u-school for transformation, founded by Dr. Otto Scharmer (MIT) and team, is building collective capacity for transforming systems, society, and self for global regeneration. The u-school is a new form of action learning university without borders, global in reach, and aims to advance social, ecological, and systemic transformation by 2030. The recently started research project focused on “The science of the social soil” brings together an international network of social science researchers. **The results of the Heartbeat Innovation Labs will be reflected in this context in order to contribute to this new required field of knowledge.**

The Global SME Forums, founded by Theresa Al-Wadi, Garima Singh and Lakshmi Kern Davadas, are a groundbreaking convergence of visionary SME leaders, trailblazing innovators, global game changers, investors, policymakers, and entrepreneurs. Held annually in unique cities around the world as rotating annual events, **these premier power platforms bring together global SME leaders, like-minded professionals and participants of the Heartbeat Innovation Labs to drive collective progress for SMEs worldwide, making the heartbeat of economy tangible.**

6. Our Ecosystem for Regenerative Futures

South Asian University (SAU) is an international university sponsored by the eight Member States of the South Asian Association for Regional Cooperation (SAARC). The eight countries are Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka. It is dedicated to provide liberal and humane education to the brightest and the most dedicated students of South Asia so that a new class of quality leadership is nurtured. **Through the engagement of Dr. Satya N. Gupta the university is an active host for Heartbeat Innovation Labs and provides certificates for the participants.**

Habiba Community, founded by Maged El Said and Lorena Rancati, is a unique Living Lab for regenerating water & soil, education and economy in Nuweiba, “the Valley of Hope” between the mountains and the Red Sea in Southern Sinai, Egypt. With 30 years of restoring deserts and empowering communities it’s a good destiny for everybody who wants to see that hope is not only a word, but a place. The community is also host for the **Habiba Innovation Lab**, an annual 6-day gathering where change makers meet to bring forward purpose-based innovations in Sinai as well as in their home regions. **Every participant of a Heartbeat Innovation Lab is cordially invited!**

7. What you will gain

Practical transformation capacity for uncertain times

Emotional Innovation Capacity

You will learn how to unlock hidden emotional energy and transform systemic friction into courageous and innovative collaboration.

You will experience how pressure, tension and reactivity can become signals for deeper intelligence and movement.

Strategic Wayfinding in Uncertainty

You will cultivate navigation skills for yourself, your team and your organisation in markets and environments that are deeply non-predictable.

You will learn how to identify the next coherent step when the full path cannot yet be known.

A Global Wisdom Council for Social Tipping Points

You will become part of a growing international circle of Heartbeat Innovators across regions such as MENA, Sub-Saharan Africa, South Asia, Europe, Brazil and the Americas.

The Lab is designed to create meaningful peer-to-peer learning across cultures, generations, sectors and fields of responsibility, exploring together the challenges in zone between collapse and co-creation.

7. What you will gain

A Certificate of Participation

Participants receive a certificate demonstrating that they have successfully taken part in the Heartbeat Innovation Lab and have integrated core principles and practices of Emotional Innovation Solutions™ into their own leadership approach.

A New Quality of Connection

You will leave not only with insights, but with relationships, resonance and possible collaborations. The Lab creates the social soil from which future initiatives, partnerships and innovation pathways can grow.



8. Apply as host!

The Heartbeat Innovation Lab is designed for organisations that want to offer their community a powerful new space for leadership, innovation and meaningful connection in times of uncertainty.

We invite applications from universities, leadership academies, entrepreneurship centres, social impact hubs, ecovillages, ecosystem restoration projects, foundations, SME networks, future-oriented communities and regional innovation initiatives.

Ideal hosts bring together people who care about the future of their region, organisation or ecosystem — and are ready to explore how emotional pressure can be transformed into collective intelligence, strategic clarity and courageous action.

If your organisation wants to become a gathering place for this, we would be happy to explore a special Heartbeat Innovation Lab edition with you.



About us

Ann La-Forker (51, Founder **Integrity For Future**, Master Science Politique: Stratégies des Echanges Culturels Internationaux) and **Henrik Langholf** (59, Founder **Spirit For Future**, Master of Arts: Adult Education & Professional Development) accompany people and organisations through moments of uncertainty, transition and new beginnings.

Henrik contributes more than 30 years of experience in systemic organisational development, change management and innovation processes across industries and the public sector; Ann brings a deeply human and trauma-informed approach (Somatic Experiencing®) to inner transformation and integrity.

Together, they create spaces in which people can slow down, reconnect with what truly matters and discover the next coherent step towards the better future their heart knows. They are Co-Founders of the Habiba Innovation Lab in “Nuweiba – The Valley of Hope”, South Sinai / Egypt.

Ready to connect?

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