ROSE
Play. Grow. Flourish!

Autumn is a season of change. So is the workplace.

ROSE Training & Innovation Lab



Three tools. Three ways to boost learning.
One shared goal: more resilient, human and healthier workplaces.

WHAT'S INSIDE

Recharge, play, and tell stories that build real wellbeing

Since June 2026, the ROSE learning experience design lab has been busy. Our Employee Development Power Bank, Monsters in the Corp role-playing game and Storytelling Handbook are coming together into a practical employee wellbeing and skills development package.

In this issue, we're putting the spotlight on our new **Handbook of Storytelling.** And the timing matters. The workplace is changing fast. According to the World Economic Forum's Future of Jobs Report 2025, **39% of workers' existing skill sets are expected to be transformed or become outdated by 2030.**

At the same time, human capabilities such as resilience, flexibility, creative thinking, leadership and social influence remain central to the skills organisations need.

Development can therefore no longer be only about *what people know*. It is increasingly about helping people reflect, adapt, communicate, understand themselves and others — and practise responding to situations for which there may be no ready-made answer. What more, future-proof workplaces must keep employees healthy, continuously evolving yet committed and satisfied, in the long run.

ROSE helps companies build growth mindset.

Find out more about the project in our official website:

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3 IS OUR MAGIC NUMBER

Three tools, in one evolving, integrated workplace wellbeing ecosystem. A new HR superpower ready to step into the spotlighty.

SUPPORT – THE EMPLOYEE DEVELOPMENT POWER BANK

What we do in life has meaning. Would you wake up with a smile on your face?
The **ROSE Self-Development Powerbank** is designed to bring new dynamics and insights into workplace mentoring focused at mental wellbeing, sustainable work-life, and workplace psychological safety. It brings together practical knowledge, reflection and activities around workplace wellbeing and personal development.
From stress and recovery, burnout prevention and emotional stability to sustainable life rhythm, future-confidence, workplace relationships, and resilience. It helps employees understand what drains their internal batteries — and what can help recharge them and keep them flourishing.

PRACTICE – MONSTERS IN THE CORP

There is a clever way to turn workplace challenges into individual and community growth potential. It provides a mentored, safe momentum to meet, confront and learn work-based coping skills and strategies.
Monsters in the Corp invites players to experience and step into different viewpoints, test consequences, run decisions, reinforce their work-life satisfaction and wellbeing.
No PowerPoint can argue back. **A workplace monster can.**

SHARE – THE HANDBOOK OF STORYTELLING

And then there is the power of the story.
The ROSE **Handbook of Storytelling** explores how stories can support reflection, perspective-taking, communication, resilience and workplace learning.
Not storytelling for entertainment. **Storytelling for development.**
Which raises an important question. So... why storytelling, and why now?

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BECAUSE LEARNING BECOMES POWERFUL WHEN PEOPLE ARE INVOLVED

Stories have always helped humans make sense of experience, pass knowledge and connect individual experiences to something larger.
In organisations, they can do something similar — with very practical implications for HR, L&D and people management.

A moment of timetravel...

Let's take a quick trip back to the 1980s.
Destination: Xerox.

Researchers discovered that technicians gathered around coffee machines and exchanged stories about difficult repairs. What could easily have been interpreted as wasted time turned out to be an important mechanism for sharing expertise that was not captured in manuals. Julian Orr's research showed how these conversations supported successful diagnosis and repair.



Stories can turn experience into organisational knowledge.

One of the biggest challenges for organisations is tacit knowledge: the judgement, practical know-how and lessons employees accumulate through experience but which rarely fit neatly into a procedure or database. Research shows that storytelling can help make this difficult-to-articulate knowledge accessible to others.
For HR, the connection is direct: onboarding, mentoring, succession, intergenerational knowledge transfer and retaining expertise when experienced employees leave.

But stories can do more than transfer knowledge. They engage employees emotionally and cognitively, making lessons more memorable and easier to apply in real-life scenarios. By sharing stories, organisations create a culture of continuous learning and collaboration.

Through stories, workplace situations can be transformed into strategic, controlled, and supportive learning experiences.

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FROM POLISHED SUCCESS STORIES TO LEARNING

The Italian food company Barilla used storytelling in a rather unexpected way. Imagine arriving at its Global HR Conference and, instead of hearing only polished success stories, hearing leaders talk openly about failures — what went wrong and what they learned. Barilla brought the Fuckup Nights format into its Global HR Conference, creating space for conversations around failure, vulnerability, trust and authentic leadership.



The story itself becomes a learning intervention. Instead of another slide saying *"leaders should be vulnerable"* or *"we should learn from mistakes,"* people encounter a real experience: the decisions, consequences, emotions and lessons learned.
And they start asking:

What happened in reality? Why? What could have been done differently? What does this have to do with my own experience? What would I do in such situation?

Research on storytelling in leadership development points precisely to this potential: narratives can stimulate critical reflection, challenge assumptions and help people explore emotions, relationships and the ambiguity of organisational life.
That makes storytelling particularly relevant to leadership development, mentoring, behavioural learning, team reflection and values-based learning — areas where knowing a principle is not the same as being able to apply it.
And this matters increasingly today.

Deloitte's *2025 Global Human Capital Trends* identifies an emerging "experience gap": **66% of surveyed managers and executives**, with lack of experience the most common problem. Deloitte emphasises the importance of applying knowledge, skills and human capabilities in context. Meanwhile, the World Economic Forum highlights capabilities such as creative thinking, resilience, leadership, empathy, self-awareness and lifelong learning among those shaping the future of work.These capabilities are difficult to develop through information transfer alone.

A story calls upon us to interpret. Connect and imagine. To take another perspective. Recognise emotions. Expand viewpoints and question assumptions.
A story can create a virtual reality when we can replay a story, change, try alternative decision pathways, and decide what we might do next.

Used intentionally, storytelling can therefore become much more than communication. It can become an HR and L&D tool for turning experience into learning and connecting development with real human behaviour at work.

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MEET OUR NEW WORKPLACE TOOL: THE HANDBOOK OF STORYTELLING

What if a story could help start the workplace conversation that is otherwise difficult to have?



The **ROSE Handbook of Storytelling** was created for mentors, trainers, coaches and HR professionals supporting young employees. It doesn't aim to turn them into professional storytellers. Instead, it translates storytelling into a practical workplace development method that can help people reflect, explore different perspectives, communicate difficult experiences and discover possible ways forward.
This is definitely not a Handbook just for reading. Its five chapters combine practice-oriented concepts with practical recommendations, short learning activities, exercises, workplace examples and best practices — helping readers understand why an approach works and how to put it into practice.

5 CHAPTERS. 5 WAYS TO PUT STORIES TO WORK.

1 THE PERSON BEHIND THE STORY - BUILDING INFLUENCE

Personal Skills of a Good Storyteller
Before learning *how to tell* a story, start with *how to be present in one*. Learn strategies to boost self-awareness and authenticity, empathy and emotional intelligence, active listening, presence and adaptability, and ethical vulnerability — supported by practical exercises and a Mentor Story Micro-Process.

2 CHANGE THE CHARACTER, CHANGE THE PERSPECTIVE

Archetypes & Self
How we see ourselves — and how we interpret others — changes the stories we tell about workplace situations.
Explore archetypes, personality types and storytelling, then put the ideas into practice through AI-supported fictional role play, role play based on real experiences, personality exploration, a burnout test and stress archetypes.

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MEET OUR NEW WORKPLACE TOOL: THE HANDBOOK OF STORYTELLING

3 | CREATIVE STORY WRITING WITH AI HELP - NEW HORIZONS

Following the ROSE approach, AI becomes a co-creator, not a substitute for human creativity. Learn about idea generation, prompting, character creation, dialogue and story reframing — alongside important questions of authorship, privacy, authenticity and responsible AI use.
Practical applications show how AI-supported storytelling can contribute to **self-reflection, empathy, team cohesion, resilience and inclusive expression — including for neurodiverse participants**.

4 | TRANSFORM AUDIENCE TO CO-CREATORS - INVOLVE

Making Storytelling Interactive
Participants stop simply listening and begin **shaping what happens next**.
Combining interactive storytelling, gamification, thinking traps, perspective-taking and psychological safety, the chapter introduces an **A–B–C–D narrative progression** that moves from a familiar situation through disruption and increasing complexity towards deeper reflection and decision-making.

5 | TURN THE STORY INTO KNOWLEDGE TRANSFER — AND ACTION

Storytelling for Workplace Learning
The final chapter connects storytelling directly with coping and resilience, wellbeing, behaviour change, organisational values and collective goals — across offline, online and hybrid learning environments.
And the emphasis is firmly on **putting ideas into practice**.
Ready-to-use formats such as Micro-Story + Guided Reflection, Behaviour-Focused Story Analysis, Safe Distance Discussion, Story Comparison and From Story to Action help trainers and mentors move from *telling a story* to *reflecting on it, discovering patterns and translating insights into possible action*.

Very soon you will be able to open the Handbook.
Pick a topic. Start a story. See where it takes your people.

STAY TUNED FOR THE LAUNCH OF THE STORYTELLING HANDBOOK
Soon to be launched at https://www.roseforwork.com/

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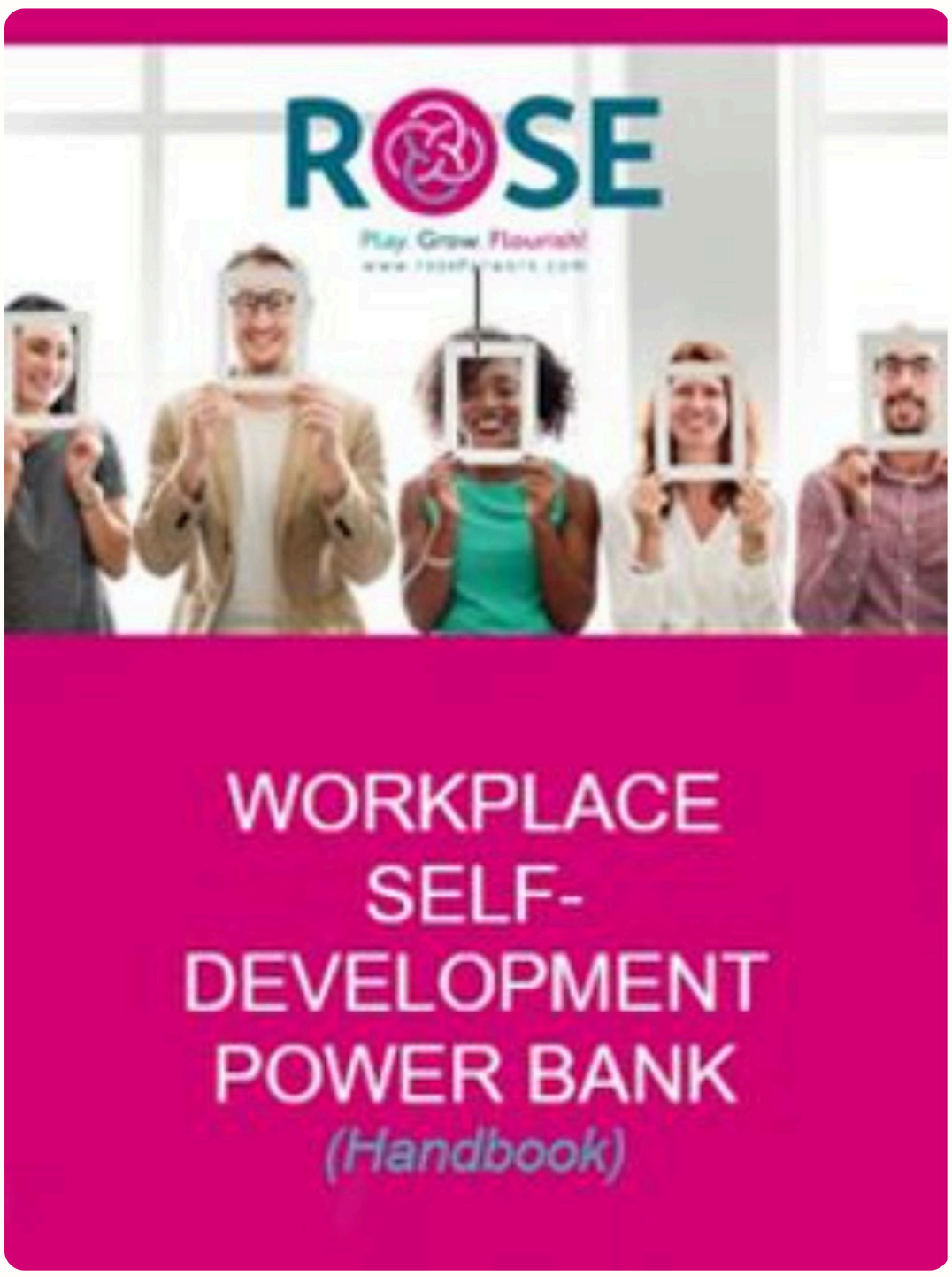
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ONE TOOL? GOOD.
THREE TOGETHER? EVEN BETTER.

The Storytelling Handbook doesn't stand alone. It complements the **Employee Development Power Bank** and **Monsters in the Corp**, adding storytelling methods that help mentors, trainers and HR professionals turn workplace situations into opportunities for dialogue, reflection and learning. reflection and learning. The connection is practical: storytelling can be used with the characters and situations of the ROSE role-playing game to explore different perspectives, decisions and consequences, while the Power Bank provides further resources for personal development and workplace wellbeing.

Together, the three tools form a complementary employee wellbeing and development package.







HANDBOOK
Storytelling

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YOU CAN ALREADY BENEFIT FROM ROSE
IT IS TIME TO REACH OUT & CONNECT

ROSE is moving from development into action — and we want you to experience it.

We are inviting companies, HR and L&D professionals, managers, trainers, mentors and employees to discover the tools, experiment with them and help us understand how they work in real workplace settings.
And participation isn't only about helping ROSE.

The idea is that you take something useful back to your organisation too.

PLAY IT

Experience a free game **Monsters in the Corp** session with your team. Explore workplace challenges through role play, different perspectives and discussion — and discover a fresh approach to workplace learning.

BOOK A FREE GAME SESSION WITH US.

EXPLORE IT

Dscover the **Employee Development Power Bank** and **Storytelling Handbook**. Pick what matters most to your workplace and discover practical, creative ways to strengthen wellbeing, resilience and growth.

ASK FOR A SAMPLE HANDBOOK IN THE LANGUAGE OF YOUR PREFERENCE.

GO DEEPER

Join an **online ROSE presentation** and discover how the three tools connect — and how they can bring fresh ideas to teams, mentoring and workplace learning.

REQUEST AN ONLINE PRESENTATION.

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Coordinator
Hungary (Nagykovácsi)
trebag.hu

Lodzka Izba Przemyslowo-Handlowa
Poland (Łódź)
izba.lodz.pl

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