



COLLECTIVE TRANSITIONS

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COLLECTIVE TRANSITIONS

CONTENTS

03

Our Focus

05

Organisational
Structure & Key
Activities

07

Our Roadmap

10

How Collective
Transitions works

12

History & Team

13

Contact & Infos

14

Business Showcase 1:
Youth Negotiators
Academy

16

Business Showcase 2:
Leadership Coaching

COLLECTIVE TRANSITIONS

OUR FOCUS

Strengthening **HOW** we work together so that the **WHAT** — our long-term intention and shared purpose — can unfold its full potential.

RELEASING, RESTORING, REWIRING, WHOLING

The world is in transition – and societal systems are struggling to keep pace

The major crises of our time — climate disasters, social inequities, wars, patriarchal structures, racism and colonialism — are intersected and deeply intertwined, creating systemic disruptions and dynamics that are crucial to understand in order to respond appropriately. Despite countless solutions and sincere efforts, we continue to witness increasing fragmentation, division, and polarisation.

Many groups, organisations, and movements striving for greater justice, wellbeing, and inclusion — human and more-than-human — find themselves stuck. Not because of a lack of commitment or expertise, but because invisible and often unrecognised forces keep shaping the field: ingrained structural patterns, misalignment, overwhelm, unresolved conflicts, historical wounds, and diverse unacknowledged cultural imprints.

These dynamics often lead to friction, exhaustion, breakdown, or stagnation — precisely in the places where society most needs coherence and collective capacity. Fragmentation creeps in just when collective aligned action across divides is most urgent.

And yet, within these cracks — in the very tension fields that challenge us — lies the potential for something new. If we pay attention and honour these cracks, we can begin to co-create new forms, postures, and pathways forward together.

Our Response: Enabling Collective Coherence

“When a system is far from equilibrium, small islands of coherence in a sea of chaos have the capacity to elevate the entire system to a higher order.”

— Ilya Prigogine, a physical chemist, philosopher and Nobel Prize winner

We provide short and long-term education programmes, coaching, leadership development, tailored process design, and stewardship that directly address the complexity and sensitivities of today’s world. We are dedicated to ongoing applied and action research, especially focusing on ‘wider ways of knowing’ and the importance of building and maintaining coherence.

At Collective Transitions, our purpose is to help organisations, leaders, and teams transform fragmentation and polarisation so they can deepen and expand their influence and impact. We strengthen the capacity of groups to build honest, trusting relationships and to act with clarity and purpose — even, and especially, across differences.

We work with organisations operating across sectors and geographies, encouraging them to meet systemic challenges with courage, humility, and meaningful connection. Fragmentation often stems from unprocessed histories and repeating patterns; coherence grows when people can genuinely see and understand one another. From here, dialogue becomes possible, conflict becomes generative, and future-oriented collaboration can take root.

Our approach places the HOW of working together at the centre — focusing on people, living systems, the more-than-human world, and the subtle dynamics that shape collective behaviour. Unlike conventional organisational development, we work with the deeper, often unseen patterns that hinder change, creating practice spaces where groups can tap into their wider ways of knowing to help shift old imprints and perspectives, and strengthen their relational field across their respective fields of work.

The result is greater alignment, resilience, and long-term capacity to navigate the complexity of our times. Our programmes help teams transform entrenched patterns and activate their inherent collective wisdom. This builds the foundation for coherence — an essential condition for meaningful and effective responses to the social and ecological challenges of our time.

KEY ORGANISATIONAL ACTIVITIES

Research & Development **Advancing the field of collective coherence**

Collective Transitions contributes to the growing field of collective coherence through action research and practice spaces. We develop frameworks and tools to make collective dynamics visible, widen our ways of knowing, and design process methodologies for groups who want to navigate transition intentionally. Our research, which includes a PhD by Luea Ritter, builds important foundations for coherence work.

Through our Practice Spaces, we create experiential environments where groups can deepen their capacity to work with complexity, sense systemic dynamics, and cultivate coherence together. These spaces strengthen a network of skilled practitioners and grow the collective ability to meet societal challenges with maturity, clarity, and resilience.

This area is central to our mission and requires dedicated support to engage in global dialogues, grow international partnerships, and contribute to emerging fields of eco-social transformation.

Education **Building capabilities for leaders and engaged citizens**

We offer educational and mentoring programmes that equip leaders, practitioners, NGO professionals, process facilitators, and project leads to engage effectively with complex eco-social dynamics, individually and as teams.

Through modular training formats, we teach essential capacities for collective coherence, conflict awareness, dialogue, and subtle, systemic perception. These programmes help people act with more effectiveness, resilience, and responsibility in their own contexts.

We are developing a faculty with experienced practitioners, and a curriculum grounded in the four spheres (see p.11) of Collective Transitions, meeting the needs and requests of our times.

Services **Supporting organisations, teams, and networks**

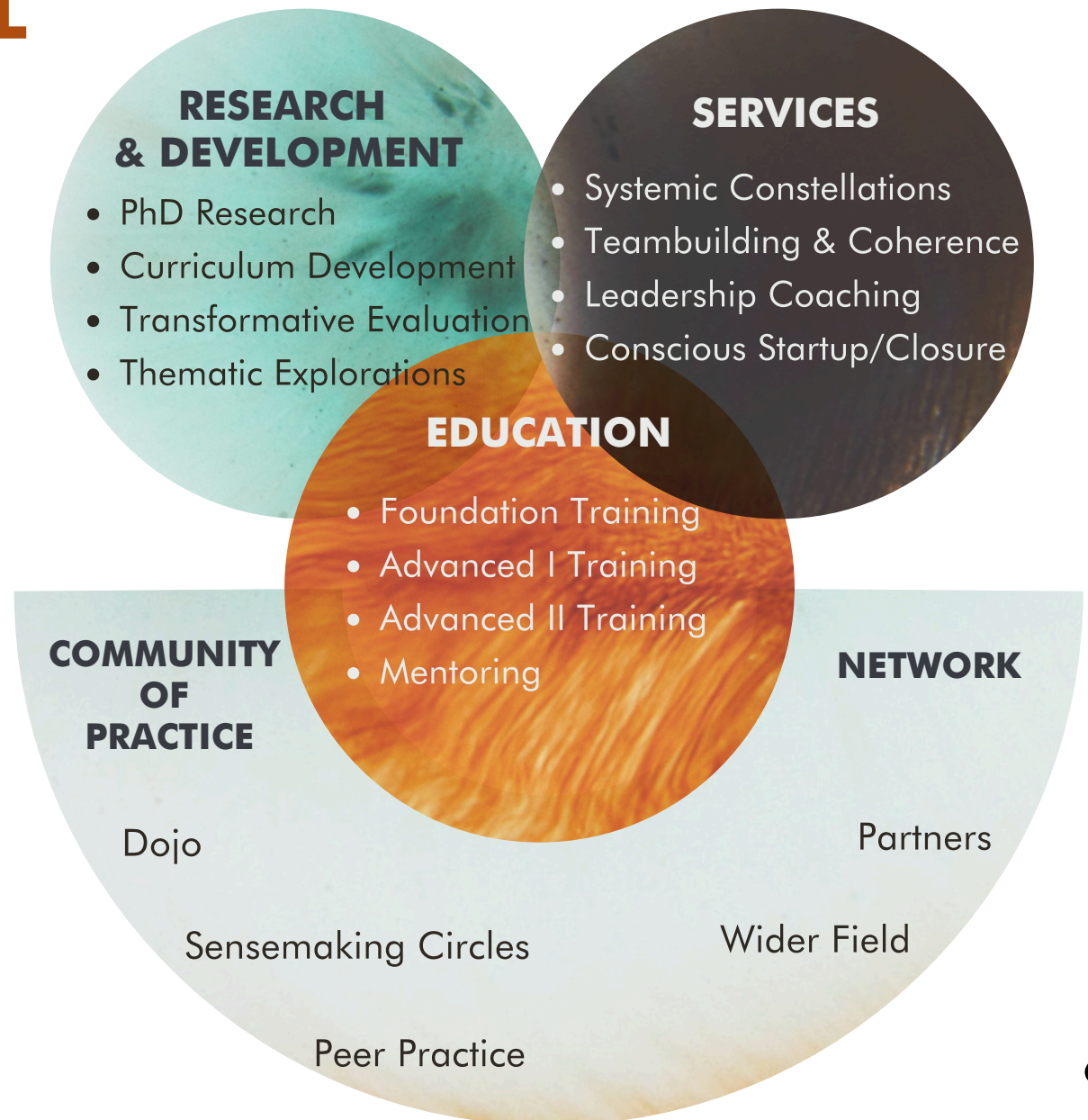
We accompany organisations and multi-stakeholder groups working on eco-social and societally relevant issues.

Our services include conflict transformation, leadership coaching, team development, systemic constellation work, intentional process design, and the stewardship of beginnings, in-betweens, and endings.

Each engagement is tailored to the context and aims to strengthen coherence, clarity of purpose, and the ability to act together in complex environments.

ORGANISATIONAL STRUCTURE

An overview
of the
activities and
services
that
Collective
Transitions
undertakes
and offers

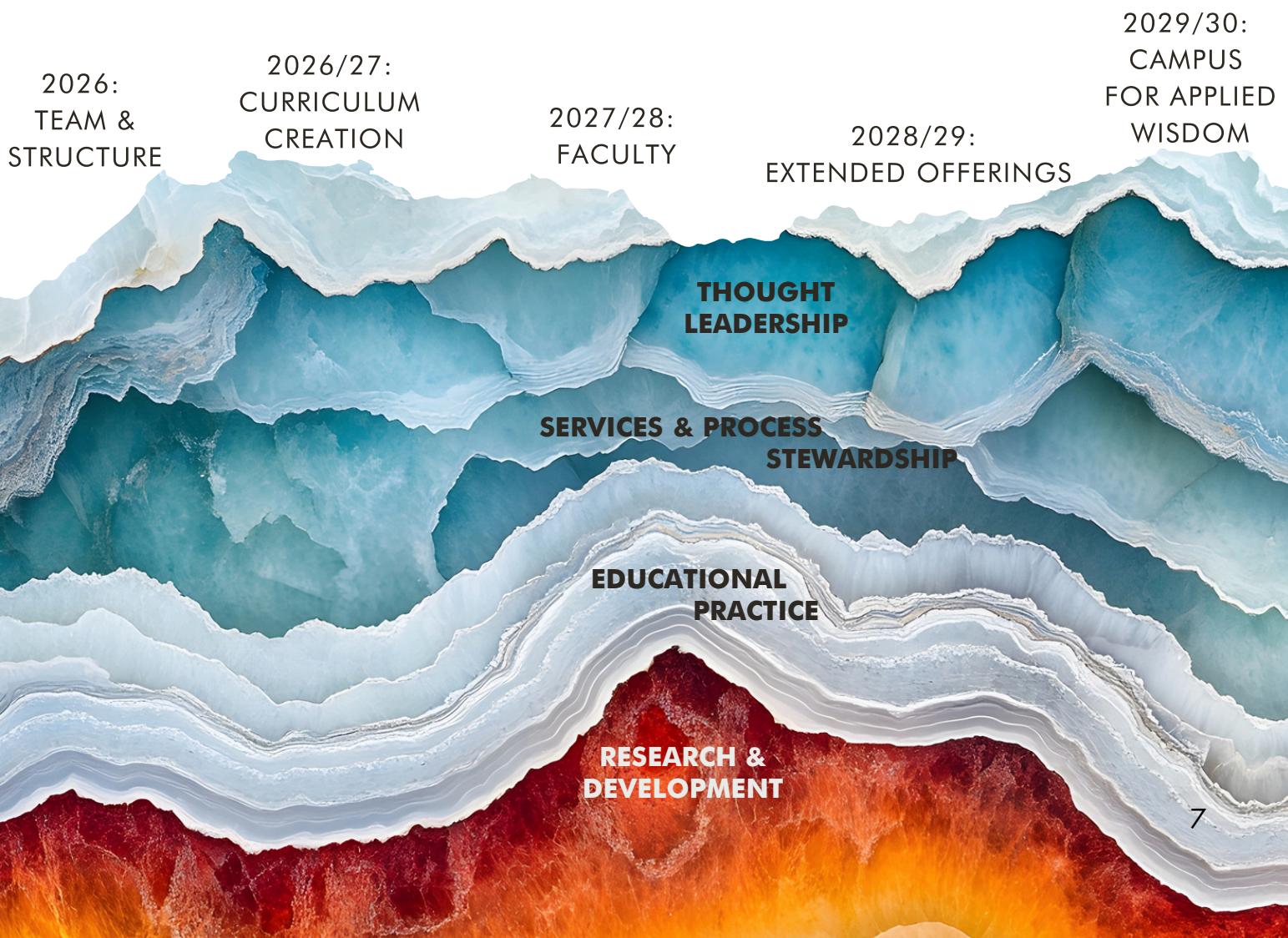


OUR ROADMAP:

Building Collective Capacity for Transformation (2026—2028)

Between 2026 to 2028, Collective Transitions will grow into a resilient, coherent, and globally connected organisation, nurturing the capacities of leaders, teams, and communities to navigate complex societal challenges with more ease, awareness and presence for meaningful action.

By 2030, Collective Transitions will have grown into a vibrant, global network, a living field that inspires, empowers, and connects people working on societal transitions and transformative change.



How we'll get there

Strengthening Our Team and Structure

We will **consolidate our core team**, clarifying roles, deepening team culture through peer support and external guidance. By 2028, our organisation will operate with clear structures, sustainable processes, and a **vibrant culture of collaboration**, making us ready to respond effectively to the needs of diverse stakeholders across countries, sectors and borders.

Research & Development

Our academy and curriculum will mature through **three phases of iterative applied research and development**. We will refine our systemic constellation and systems sensing practices, **embed insights from applied research** into our teaching, and expand our Practice Spaces for experiential learning. By 2028, our offerings will be co-hosted with seasoned practitioners, supported by **published PhD research, podcasts, and conference presentations**, ensuring our work is informed by cutting-edge knowledge and practical and applied wisdom.

Education & Training

We will continue to deliver **foundational courses online and in-person (ENG & DE)**, **launch advanced courses and cycles**, and **establish a mentoring programme** in different regions. Each year will see ongoing evaluation and refinement, ensuring our courses provide transformative **learning experiences that build systemic awareness, leadership capacity, and collective resilience** grounded in coherent action and collaboration.

Organisational Services and Extended Offerings

Our coaching, facilitation and process stewardship services will expand, **supporting international organisations, teams, and leaders** in navigating complex eco-social crises and organisational dynamics. By 2028, a growing team of practitioners will be ready to respond to more mandates, **extending our impact across different sectors and global regions**.

How we'll get there

Building a Network of Strategic and International Partners

Over the coming years, we will strengthen and grow a **network of strategic international partners** who amplify both the reach and the relevance of our work within cross-sector and place-based collaboration. We will build on our existing collaborations with organisations such as the UNFCCC Secretariat, the Youth Negotiator Academy, Global Ecovillage Network and Sinal do Vale, creating more pathways to **bring systemic awareness and collective transition practices into global decision-making arenas** and bio-regional stewardship.

Our presence at multi-stakeholder events such as the Rio Convention COPs (UNFCCC, UNCCD, CBD) will ensure that our **insights and methods contribute to the international discourse on shared leadership, and coherent collaboration** in the metacrisis.

Through these partnerships, we aim to build a **robust ecosystem of allies** who share our commitment to cultivating collective capacity and creating 'islands of coherence'.

Impact & Visibility

Through strategic communications, partnerships, podcasts and participation in key conferences, we will amplify our visibility and thought leadership, **positioning Collective Transitions as a trusted hub** for systemic learning, collaborative transformation, and regenerative action, **leading to greater coherence and intentional collective transitions**.

HOW COLLECTIVE TRANSITIONS WORKS

At Collective Transitions, we see today's organisational and societal dynamics as signals of the realities of tomorrow. These dynamics are deeply rooted in our individual and collective histories across centuries, and they call us into a shared responsibility and need for coherent collaboration. Our work is about recognising, revealing, disentangling, releasing, and co-creating a 'soil' that is nourishing for now and the generations to come.

By engaging with the past and present in this way, we open space for an emergent future—one that regenerates old patterns, weaves new relational fabrics across divisions, and creates possibilities for collaborative and life-affirming ways of working together.

Our approach is process-oriented, iterative, and draws on multiple practices, structured around four core steps:

RELEASING – Letting go

Acknowledging and releasing what is heavy or no longer serves.

RESTORING – Rebuilding

Renewing trust, relationships, and integrity.

REWIRING – Re-patterning

Exploring and cultivating new perspectives, patterns, and ways of approaching challenges.

WHOLING – Integrating

Bringing coherence into being and action, embodying a more connected and aligned way of operating.

Our Four Interconnected Spheres

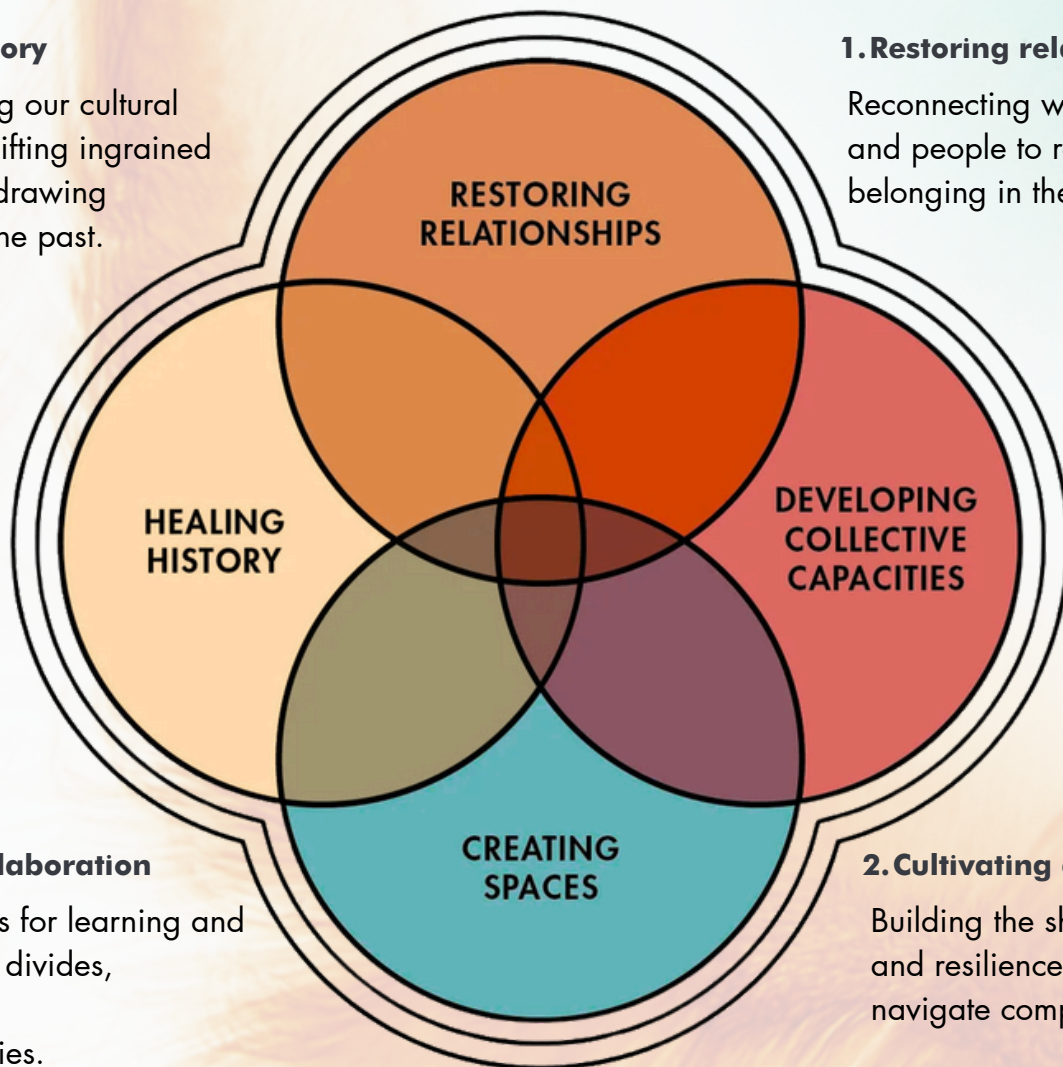
In addition to our core steps, Collective Transitions works across four interrelated spheres to foster lasting, transformative change:

4. Healing history

Acknowledging our cultural inheritance, shifting ingrained patterns, and drawing wisdom from the past.

1. Restoring relationships

Reconnecting with nature, place, and people to remember our belonging in the living world.



3. Fostering collaboration

Creating spaces for learning and working across divides, differences and complementarities.

2. Cultivating collective capacity

Building the shared practices and resilience needed to navigate complexity together.

Together, these four spheres provide the foundation for collective coherence in groups, projects, and multi-stakeholder initiatives, enabling sustainable and transformative change.

OUR HISTORY

Collective Transitions originated in 2013 as a call and question from Luea Ritter:

“How can we as a society navigate the upcoming times of transition and shape transitions consciously and collectively?”

In 2018, Collective Transitions was founded as an organisation in a collaboration between Luea Ritter and Nancy Zamierowsky. It developed as a space for practice and research with a growing international network. The first six years were marked by intensive applied research, learning, experimentation, and continuous development of the practice.

In 2025, Collective Transitions became a non-profit association based in Switzerland, dedicated to supporting socio-ecological change and collective transition processes across sectors, geographies and scales. It shares its insights and methods with a broader global field of leaders, change agents, engaged citizens and activists.

OUR TEAM

- **Luea Ritter:** Co-Founder, overall leadership of the education and research hub, process stewardship, curriculum and faculty build-up.
- **Natalie von Tscharner:** Project management, fundraising, and curriculum development.
- **Mira Majewski:** Administration of in-person trainings and curriculum development.
- **Corina Angelescu:** Practitioner and curriculum development.
- **Julien Leyre:** Practitioner and curriculum development.
- **Kate Lewin:** Communications.

OUR BOARD

- **Ursina von Albertini** (Basel, Switzerland)
- **Andrea Klepsch** (Munich, Germany)
- **Felix Oesch** (Romanshorn, Switzerland)

For more information on the background and expertise of each team member, please visit [our website](#).

COLLECTIVE TRANSITIONS

CONTACT AND MORE INFO

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BUSINESS SHOWCASE 1: YOUTH NEGOTIATORS ACADEMY

PROJECT AND CONTEXT

The Youth Negotiators Academy (YNA) emerged from an urgent need: to empower young people to participate meaningfully, not merely symbolically, in multilateral climate negotiations. Across many UN spaces, young adults still lack real negotiating power, structural access, and the cultural and systemic conditions required for equitable participation, intergenerational dialogue, and justice.

YNA responds to this gap by equipping young negotiators from around the world with the systemic understanding and negotiation skills needed to stand firmly, act with clarity, and foster a more-than-human and conscious negotiation culture within the multilateral processes of all three Rio Conventions. At the same time, YNA cultivates a global community spanning more than 80 countries, placing care, partnership, and mental well-being at the heart of its work.

>> www.youthnegotiators.org



MANDATE AND SCOPE

Collective Transitions has been engaged by the Youth Negotiators Academy (YNA) to help create a professional, supportive environment in which young delegates can grow and act effectively within the highly complex negotiation spaces of the United Nations. As part of an interdisciplinary team, Luea Ritter contributes to cultivating and sustaining coherence across all dimensions of the collaboration. The mandate spans four core areas before, during, and after each Conference of the Parties (COP):

- **Community & Culture Building**

Together with fellow team members, Luea helps the team hold a shared space of trust, groundedness, and co-creative collaboration. This creates an environment where young negotiators feel safe, seen, and valued—regardless of nationality or status—and where a resilient field of friendship and solidarity can grow across differences.

- **Training & Capacity Building**

In close collaboration with colleagues, Luea leads the systemic dimension of the training programme. This includes working with power and leadership dynamics, recognising system-level dependencies, and processing difficult experiences through body-based mindfulness practices. Strengthening mental health and cultivating emotional care—for oneself and for others—are core elements of the work.

BUSINESS SHOWCASE 1: YOUTH NEGOTIATORS ACADEMY

- **Coaching & Individual Support**

Through coaching and mentoring, Luea supports young delegates in navigating their personal and professional challenges, offering a nourishing space for reflection. The focus includes personal resilience, mental well-being, handling pressure and conflict, and orienting within complex systemic and geopolitical tensions.

- **Team Coherence**

Working as a young, international team in high-pressure environments is demanding. Maintaining internal coherence is essential. Through team trainings, deep-dive modules, and the facilitation of key team meetings, Luea helps the delegation hold a shared space of trust, groundedness, and co-creative collaboration.

OUTPUT UND IMPACT

- **Empowering Young Negotiators**

Delegates gain not only technical negotiation skills but also personal clarity, leadership capacity, and inner stability—enabling them to step into their roles with strength, integrity, and effectiveness.

- **Stronger Relationships & Trust**

A caring, international community emerges in which participants support one another, cultivate mutual resilience, and build long-term networks that continue far beyond the negotiations.

- **Systemic Transformation**

Through its holistic approach, YNA helps shift unhealthy patterns and unlock systemically relevant energy. This fosters a culture of decision-making that serves people and planet, and strengthens intergenerational justice and inclusion.

- **Collaborative, Team-Based Work**

By embedding Luea within a multidisciplinary team, this ensures that diverse perspectives shape the program and that responsibility is shared. This reinforces the programme's resilience, depth, and integrity.

COLLECTIVETRANSITIONS

BUSINESS SHOWCASE 2: LEADERSHIP COACHING

PROJECT AND CONTEXT

The client, a philanthropist, supports several socio-ecological projects and initiatives that are navigating complex transformational processes. She carries responsibility for maintaining relationships with project leads and ensuring that her contributions are effective, coherent, and systemically aligned. In challenging constellations—such as recurring patterns, decision blockages, or unspoken tensions within the system—she turns to our advisory support for orientation, clarity, and a deeper understanding of what each project truly needs.

MANDATE & SCOPE

Collective Transitions has been engaged by the client to provide systemic accompaniment and support. This includes:

- **Creating a space for reflection and resonance:**

A dedicated environment where the client can explore questions, uncertainties, and observations with an experienced practitioner.

- **Systems sensing and pattern analysis:**

A joint inquiry into what is shaping each project system—its dynamics, tensions, excluded elements, recurring patterns, and underlying forces such as power, dependency, or fear.

- **Expanding perceptive and decision-making capacities**

through systemic and embodied methods (including dialogue, drawing, and systemic constellations).

- **Support in relationship-building**

and leadership in her role with various project holders and partners.

- **Strengthening inner presence:**

Guidance to remain grounded, capable, and present even in challenging or emotionally charged situations.

This work takes place in regularly scheduled sessions.

IMPLEMENTATION AND METHODS

The work is guided by Collective Transitions' core principles: deepening, deep listening, presence, systemic sensing, the inclusion of all relevant parts of the system, and the restoration of healthy relational dynamics and eco-social fabric. Central to the work is an inquiry into questions such as:

- *"What does this system need in order to thrive in its most benevolent and vital form?"*
- *"Where are the tensions, blockages, or challenges whose transformation would bring more flow, vitality, clarity, and energy into the system?"*

SHOWCASE 2: LEADERSHIP—COACHING

OUTPUTS AND IMPACT FROM THE CLIENT'S PERSPECTIVE

- **Clarity and Alignment:**

After each session, the client gains clearer insight into which steps are meaningful and necessary, and how to communicate effectively with project partners.

- **Strengthened Relationships:**

Trust, transparency, and mutual understanding deepen the relationship between the client and the project leads.

- **Systemic Insight:**

Recurring patterns, blockages, or excluded elements within the system become visible and can be addressed and transformed with intention.

- **Greater Confidence in Action:**

The client is able to recognise earlier when processes begin to veer off course or become unhealthy, allowing timely and constructive intervention.

- **More Regenerative Projects:**

As decision-making becomes clearer, more inclusive, and more holistically reflected, the coherence and impact of the initiatives she supports increase.

- **Expanded Perspective:**

The client gains a deeper understanding of what truly belongs to her role—and what does not—allowing her to act from an expanded and grounded inner stance.