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Still Blooms for Teams

Breathe. Create. Bloom

Program Description

Still Blooms for Teams is a facilitator-led, mindful flower-arranging experience for teams. Grounded in mindfulness principles and practice, it pairs real floral design experience with a strengths-based team reflection, giving teams an honest pause from screens and deadlines. Such a pause allows teams to reset, reflect, and re-create, reinforcing and building their own adaptive capacity in the context of both personal and business performance. Adaptive capacity is a team's ability to absorb change, recover from setbacks, and keep performing well when conditions shift. Teams with stronger adaptive capacity handle disruption, such as reorganization, a market shift, a tight deadline, without losing momentum, which shows up directly in steadier business results.

Foundational Principles of Mindfulness that are Included in the Program

Still Blooms is built on the belief that flower arranging is not just a craft, but a vehicle for mindful practice. The program rests on four principles:

1. **Single-tasking, full attention.** An arrangement cannot be multitasked. Working with color, texture, and stem asks for complete presence, which is where a calm, mindful state naturally arises.
2. **Grounded, embodied entry.** Every session opens with a short breathing or grounding practice, drawn from the facilitator's background as a Shibashi Qigong practitioner and teacher. This shifts participants out of "screen mode" before any hands-on work begins.
3. **Creation without judgment.** There is no "wrong" way to arrange flowers. This freedom from evaluation is deliberate: it lets participants engage honestly, without the performance pressure of a typical work task.
4. **Self-discovery through making.** What a person creates, the colors they're drawn to, the shapes they choose, often reveal more than expected. The program treats this as a legitimate lens for reflection, not an incidental craft-class atmosphere.

Core Attitudes We Practice in this Program

These four principles are put into practice through five core attitudes, held throughout the session by both facilitator and participants:

- **Non-judging:** Appreciate your experience without labeling it as good or bad.
- **Patience:** Allow your work to unfold naturally.
- **Beginner's mind:** View each moment as if it were the first time, with pure curiosity.
- **Non-striving:** Let go of the need to achieve a specific goal during practice. The only goal is to be fully present.
- **Acceptance:** See things exactly as they are in the present moment.

The Flourish at Work Design Approach

Still Blooms for Teams carries the same design philosophy of Flourish at Work, reframed for a team setting:

- **A mindful opening.** The session begins with a grounding practice, a shift into presence.



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- **A real “flow state” core.** The bulk of the session is guided, hands-on arranging, using the design principles of nature.
- **A credentialed closing.** A facilitated integrative reflection circle that ties back the experience to their work team context.
- **A team lens.** Reframed around team dynamics: “What does the way you built this arrangement say about how you naturally contribute to your team and organization’s success?”

Program Structure

Default format: a 4.5 to 5-hour session, on-site session, 15-20 participants, seated in tables of 4-5. Timing and group size flex to the client’s schedule and headcount.

Segment	Duration	Purpose
Welcome & arrival	15 min	Settle in, set intention for the session
Grounding / breathing opening	30 min	Shift out of “work mode” into focus
Materials orientation & design basics	45 min	Build foundational vocabulary and confidence
Facilitator demonstration	30 min	Show technique before independent practice
Guided hands-on arranging	75-90 min	Core flow-state segment; individual or paired pieces
Facilitated group reflection	60 min	Strengths-based, team-dynamics discussion
Closing & photos	15 min	Share-out, group photo, takeaways

All materials, tools, and a take-home vessel are included; no floral experience is required.

Anchoring the Experience to Client Organization’s Values

The reflection circle is the point where the program is deliberately customized: prompts are written to mirror the client’s own stated values. Before each engagement, the facilitator reviews the organization’s values statement in a co-creative mindset. Prompts for the reflection will be similar to below:

Organizational value	Sample reflection prompt
[Value 1, e.g. Collaboration]	“Where in building this arrangement did you rely on someone else’s choices, or adjust yours for the group?”
[Value 2, e.g. Innovation]	“What’s one unconventional choice you made, a color, a shape, that you almost didn’t try?”



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Organizational value	Sample reflection prompt
[Value 3, e.g. Resilience]	“Did anything about your piece not go as planned? How did you work with that instead of against it?”
[Value 4, e.g. Customer focus]	“If this arrangement were a gift for someone specific, how did that shape what you built?”

Beyond the reflection prompts, the client’s brand or values can also inform the color palette offered for arranging, the closing message shared by the facilitator, and, where relevant, a short framing note at the open connecting the day’s theme to a current organizational milestone (an anniversary, a value rollout, a team transition).

Facilitator

Still Blooms for Teams is designed and facilitated by Veronica T. Estrella, SHRM-SCP, CCMP, who brings a combination not typical of wellness or team-building vendors:

- **Certified Floral Design Professional**, running a wedding floral design business for over 12 years (Vonec’s Flower Garden, established in 2013)
- **Certified W.E.L.L. Coach, Certified Gallup Strengths Coach, Certified Culture Coach** (Maslow Research Center): the credentials the reflection segment is built on.
- **Active Shibashi Qigong practitioner and teacher**, a mindfulness-based movement discipline, the basis for the grounding opening
- **HR and OD professional, and Certified Change Management Professional**, giving the program credibility with a business-related context.

Customization Options

- **Group size:** 15-20; smaller or larger cohorts can be accommodated with adjusted table counts and facilitation support
- **Duration:** 4.5- 5-hour session is standard; a shorter 3-hour version or a full-day version can be scoped
- **Venue:** on-site at the client’s own space, or a partner venue for off-site bookings
- **Values alignment:** reflection prompts, palette, and closing message tailored to the client’s stated values (see previous section)
- **Thematic tie-in:** sessions can be timed to a company milestone, values rollout, year-end, or seasonal theme
- **Reflection focus:** the closing circle can be weighted toward team dynamics (default), leadership development, or individual well-being, depending on the client’s goal for the session.

Program Investment

- Final pricing is scoped per engagement based on group size, duration, and customization