

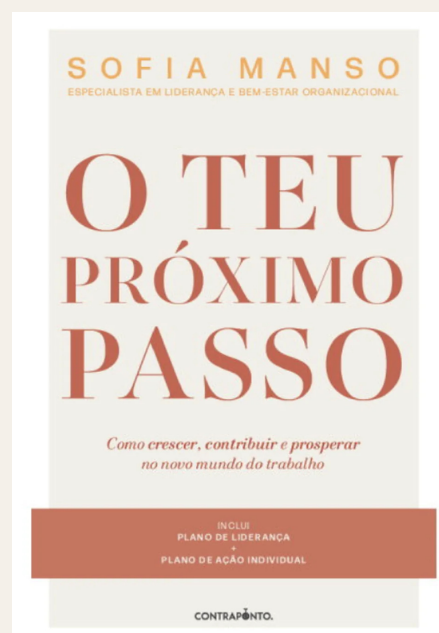
O Teu Próximo Passo

in organisations.

SHARED READING. CONVERSATIONS THAT MATTER.

A book and a talk with Sofia Manso to promote organisational wellbeing with sustainable results through clearer thinking about work, leadership and decisions.

50 OR 100 COPIES • IN PERSON OR ONLINE



A shared language for thinking about work.

The book and talk share an objective: to promote organisational wellbeing with sustainable results. Shared reading creates a common language for understanding work and recognising what needs to change.

Recognise what has become routine

Some teams achieve their targets through invisible effort: permanent urgency, unclear responsibilities and availability without limits. The book helps readers examine these situations and distinguish individual effort from the conditions created by the organisation.

Improve the quality of leadership conversations

A shared reference makes it easier to discuss recognition, autonomy, power, priorities and culture precisely. The talk connects these questions with the organisation's context and can open a conversation that continues within teams.

Connect reflection with responsibility

Reading and the talk provide a starting point for reviewing practices that influence wellbeing and results. Internal leaders choose priorities and continue the work. The effect depends on decisions, application and the conditions in each organisation.

Promoting organisational wellbeing with sustainable results begins with everyday decisions.

One book. Three responsibilities.

Employees, leaders and organisations share the experience of work. Their decision-making authority and responsibilities are different.

01 Employees

Understand the place of work in their identity, recognise contributions that remain invisible and clarify their real scope for choice. Reading can support better-prepared conversations about priorities, development, boundaries and their professional future.

Intended benefit: greater clarity to contribute and decide.

02 Leaders

Examine what they ask for, recognise and permit in practice. The book invites reflection on control, autonomy, the allocation of responsibilities and the costs of performance that repeatedly depends on the same people.

Intended benefit: greater consistency between intention and decisions.

03 Organisations

Consider the formal and informal rules that shape working life: recognition, processes, power and conditions for contribution. Reflection helps locate problems at the level where they can be addressed.

Intended benefit: practices that promote wellbeing with sustainable results.

Asking people to change also means examining the system in which they work.

From understanding to decisions and action.

The book follows three movements. The O Teu Próximo Passo Method connects four complementary dimensions that deepen the reflection.

01

Despertar

Understand your situation: recognise the signs and context.

02

Decidir

Decide: establish criteria and consider realistic alternatives.

03

Progredir

Move forward: translate choices into sustainable practice.

FOUR DIMENSIONS FOR UNDERSTANDING REALITY

Identity

What place does work occupy in how people see themselves and recognise their value?

System

Which rules, expectations and sources of friction shape everyday experience?

Decision

What can be chosen, renegotiated or changed, and on what grounds?

Action

What next step is realistic, responsible and open to review in the current context?

Within organisations, these dimensions connect individual experience, leadership and the way work is designed.

Coherence deserves attention.

The four Ps in the book invite readers to examine the relationship between people, purpose, economic value and pride in contribution.

People

HUMAN CAPACITY

Protect the capacity to contribute through leadership, autonomy, learning and working conditions.

Purpose

MEANINGFUL DIRECTION

Clarify which growth makes sense and which practices an organisation is prepared to sustain.

Profit

ECONOMIC VALUE

Create economic value while considering the human and organisational conditions that make it possible.

Pride

DIGNITY AND CONTRIBUTION

Recognise dignity, contribution and coherence in professional life.

FROM READING TO APPLICATION

Two QR codes in the book provide access to the **Individual Action Plan** and the **Leadership Plan**. These resources extend the reflection and support the move from understanding a situation to choices and action. Their content remains reserved for readers and is provided in Portuguese.

The objective is to promote organisational wellbeing with sustainable results. Achieving it depends on the decisions and continuity each organisation gives the work.

Organisational wellbeing with sustainable results

Both packages include the same talk with Sofia Manso, up to 45 minutes. The approach, priorities and examples are adapted to the organisation.

50

copies

Talk with Sofia Manso,

up to 45 minutes

In person or online

Explore the focus areas of the talk with a group of readers, allowing time for reflection and questions.

100

copies

Talk with Sofia Manso,

up to 45 minutes

In person or online

Bring more readers together around the talk and broaden the reflection on work across the organisation.

FOCUS AREAS WITHIN THE TALK, ADAPTED TO YOU

- Leadership: autonomy, responsibility and recognition.
- Performance: invisible costs, demands and working conditions.
- Culture: coherence in what is tolerated, expected and valued.
- Decisions: professional identity, priorities and next steps.

The proposal confirms fees, applicable VAT, book availability and delivery, scheduling and any travel expenses. The title is fixed; the approach, priorities, examples and language are agreed with the organisation.

Before, during and after. Keep the conversation going.

A simple approach, adapted to the organisation, can give the event continuity. These are examples of internal follow-up to agree according to the objective.

01 Before

Identify the audience and the conversation that matters most. The organisation may distribute books beforehand and invite readers to consider situations they would like to understand more clearly.

02 During

Sofia Manso develops the focus areas of the talk through the ideas in the book, with examples adapted to the audience's challenges. The presentation and questions are organised within the 45 minutes.

03 After

Internal leaders can return to the reading in team meetings, leadership conversations or development sessions. Continuity can begin with a priority, an owner and a date to revisit the issue.

PORTUGAL AND PORTUGUESE-SPEAKING COMMUNITIES

Portugal, Mozambique, Angola, Cape Verde and Brazil: the online format can connect teams across locations. In-person sessions depend on location, scheduling and logistics. Copies are of the original European Portuguese edition; availability, shipping costs and delivery are confirmed in the proposal.

The offer includes books and a talk with Sofia Manso. An organisational assessment, consultancy or subsequent mentoring would require a separate agreed scope.

The next conversation can begin here.



Sofia Manso

Author of *O Teu Próximo Passo*, founder of Academia da Felicidade, People and Culture consultant, lecturer and keynote speaker. Her work focuses on leadership, culture and the relationship between people, organisations and results.

Bring the book to your organisation.

Tell us about your organisation, audience, preferred package of 50 or 100 copies and whether you would like an online or in-person session. Share the challenge you want to place at the heart of the conversation. The reply will help refine the approach, priorities, schedule and proposal.

Request a proposal



sofiamanso.com/en/organizacoes



*A book each person can read.
A reflection an organisation can share.*

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