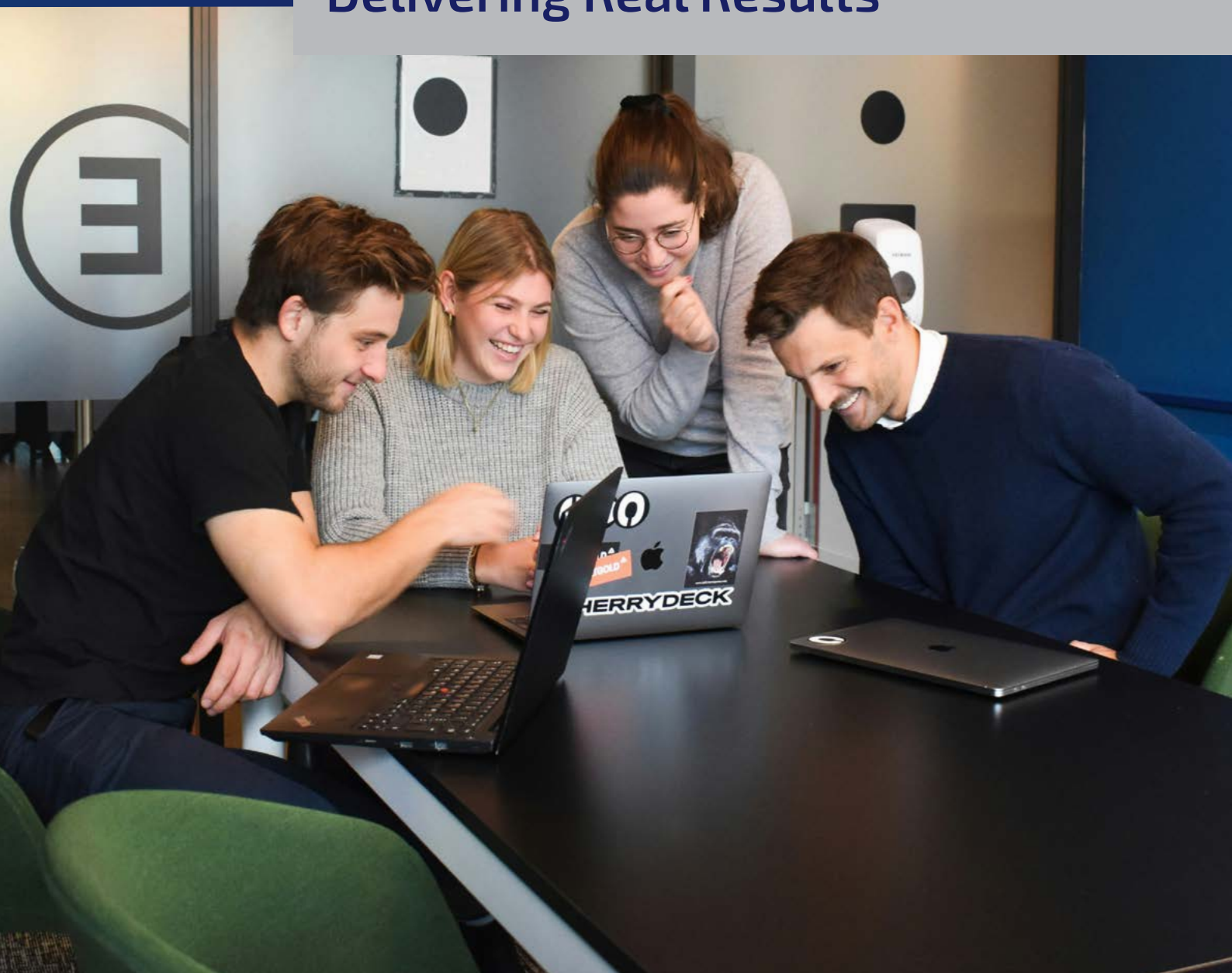


Time Machine Xperience™

Designing Bold Futures,
Delivering Real Results



Executive Summary

The Time Machine Xperience™ is a transformative methodology that empowers leadership teams to break free from today's constraints, envision bold future success, and translate that vision into immediate, focused action.

Created by Scott Cochrane and his Bold Mind X team, this immersive approach guides leaders to “travel forward in time” to experience their organization's most successful future state in full color — then reverse-engineer the path that made it possible.

“Scott and his team know how to energize a room and align leaders around what's possible.”

— Senior Leader at HPE

Why Organizations Need the Time Machine Xperience™

Rapid change demands more than incremental planning; it requires future-back thinking and collective belief in breakthrough possibilities. Most leadership teams remain anchored by:

- Legacy assumptions that confine innovation.
- Short-term fire-fighting that crowds out strategic focus.
- Invisible self-limiting beliefs that restrict courage and ambition.

The Time Machine Xperience™ liberates leaders from these anchors and replaces them with clarity of vision, aligned priorities, and the confidence to act boldly.

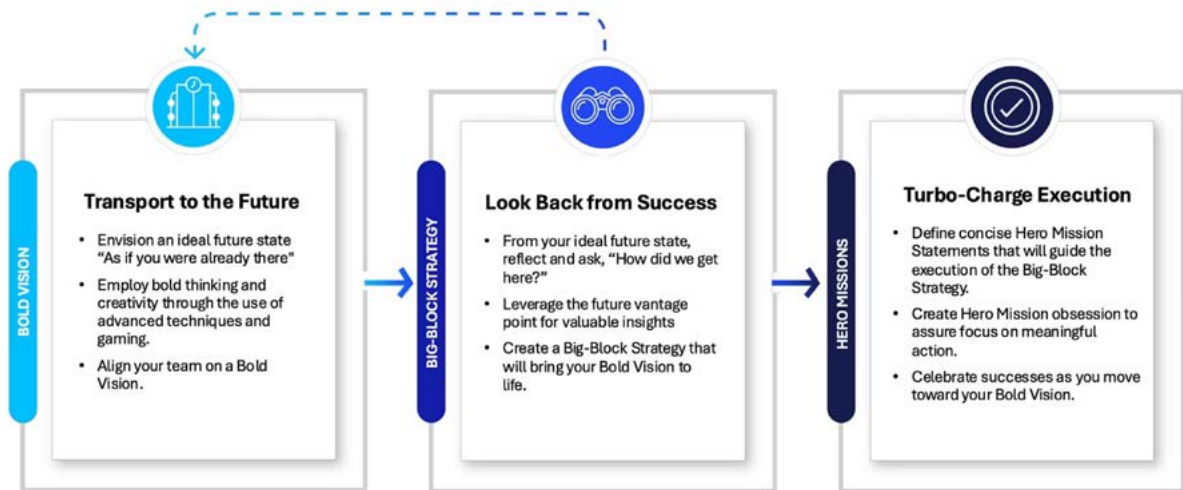
It's important to free your people to think about achieving their highest aspirations... the Time Machine shifts a team from making timid projections into the bolder atmosphere of exploring the brightest future together.

— Vice President, Tech Data Europe

How the Time Machine Xperience™ Works



Time Machine Xperience™



Phase 0: Prepare – Understand Today

Before the journey forward, Scott and his team run a structured diagnostic session to capture:

- A snapshot of current performance, market position, and cultural dynamics.
- The organization's strengths, barriers, and unspoken assumptions.
- Stakeholder perspectives to ensure all voices are heard.

Typical Outcome: A shared and honest baseline that makes the "jump into the future" credible and safe, laying the foundation for breakthrough alignment.

Phase 1:

Enter the Future – Vision in Full Color

This is the signature moment of the Xperience — a facilitated immersion into the organization’s bold future.

1. Guided Visualization & “Videoization”

Participants are invited to close the mental door on the present and step into a specific future date — often three to five years ahead or the moment when a major aspiration has been achieved.

Facilitators guide leaders through multi-sensory prompts:

- “Look around: what do you see in your offices, your markets, your customers?”
- “What’s being celebrated today that was only a dream a few years ago?”
- “Who’s in the room, what’s the energy like, what headlines are being written about you?”

2. Future Story Capture

Teams capture their future stories in writing, sketches, and voice-outs to bring the vision to life. These stories often describe market position, culture, customer experience, technology advances, and leadership style.

3. Shared Future Narrative

Facilitators synthesize these stories into a collective “Future Newspaper Headline” or “Future Annual Report” — a vivid artifact that becomes the north star for strategy.

Typical Outcome: Participants experience a surge of optimism and unity as they realize they can agree on what “winning in the future” looks like.

I came in with high expectations — and they were completely exceeded. The concept was so vivid and inspiring that I often have to remind myself it's not yet the future we envisioned. It feels that real.

— CEO of a Bio-Tech Company

Phase 2:

Reverse-Engineer – Learning from the Future

Once the future vision is tangible, the team looks back from that future point to today.

1. Mapping the Critical Path

Leaders identify the major milestones, pivotal decisions, and cultural shifts that, from their future vantage point, clearly enabled success. This future-back planning breaks inertia and reframes challenges as solvable steps already proven to work.

2. Removing Barriers & Amplifying Enablers

Facilitators help pinpoint the barriers that would have derailed progress and the levers that accelerated momentum. The conversation shifts from speculation (“if we could...”) to evidence-based conviction (“we did it by doing...”).

3. Commitment to New Priorities

The team aligns on 3–5 strategic breakthroughs that must be tackled first. These become “Future-Informed Priorities” — clear, actionable, and collectively owned.

Typical Outcome: Leaders leave with a confident roadmap and clarity about which actions today most influence tomorrow’s results.

For the first time, my leaders truly owned their process. The Time Machine Xperience™ with Scott and his team sparked genuine enthusiasm across the organization and gave me confidence that we're closer than ever to achieving our boldest ambitions.

— Founder & Chairman of a Multi-Billion-Dollar Business Portfolio

Phase 3:

Hero Missions – Turning Vision into an Obsession

Hero Missions provide the bridge between bold vision and concrete execution.

1. Designing the Missions

Each mission focuses on a high-impact challenge or opportunity crucial to realizing the future vision. Missions are framed as short, inspiring statements that have a meaningful and definitive impact of EBITDA or Revenue or another Vision critical factor.

2. Empowering Mission Teams

Cross-functional leaders volunteer or are appointed to lead each Hero Mission, giving the work visibility and urgency. Missions often target customer experience redesign, culture transformation, or new market entry strategies.

3. Creating Accountability & Momentum

Each mission has visible senior leader ownership, clear checkpoints, and short-term wins to keep excitement alive. Many times, Scott and his team continue as adviser-coaches to ensure progress is measured and celebrated.

Of all the meetings we've ever had, this one delivered the most tangible traction. The session sparked breakthrough ideas and a dramatic increase in engagement from our leaders.

— Senior Operations Leader of a US Consultancy Company

Typical Outcome: Organizations leave with activated initiatives and empowered champions who start delivering change immediately.



The Science Behind the Time Machine Xperience™

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The Xperience succeeds because it is built on human psychology, neuroscience, and social-dynamics research.

1. Visualization & Reticular Activating System (RAS)

Neuroscience shows that vivid visualization activates the RAS, the brain's attention filter, priming leaders to recognize opportunities and resources aligned with the envisioned future.

2. Future Association & Goal Encoding

"Future-back" thinking strengthens commitment by associating goals with an already-achieved identity, increasing persistence and creative problem-solving.

3. Cognitive Reframing & Bias Reduction

Working from the future helps bypass loss aversion and sunk-cost bias, common barriers to bold decisions.

4. Social Proof & Shared Storytelling

Collective narrative-building creates psychological safety and buy-in: when leaders craft the future story together, they feel ownership, trust, and shared accountability.

5. Athletic Performance Principles

Borrowed from elite sports psychology, these techniques enhance mental rehearsal, resilience under pressure, and clarity of focus, similar to how top athletes visualize winning before they compete.

"Working with Scott and his team through the Time Machine Xperience™ was invaluable. Their approach helped us navigate major organizational change with clarity and purpose. It was grounded in science yet inspiring in practice.

— C-Suite Leader T-Mobile.

Typical Outcome: A blend of science-based tools and emotionally resonant storytelling that converts abstract strategy into energizing, believable, and actionable visions.

Proven Impact

- A Fortune-50 company tripled its share price in under four years.
- A global consumer food brand reversed a multi-year, returning to strong growth.
- A tech industry enterprise achieved ~40% revenue growth during the 2008 economic crisis, while competition was flat.
- Clients consistently report higher alignment, confidence, and speed of execution.

More Client Voices: The Power of the Time Machine Xperience™

“This was a transformation I haven’t seen our leadership team execute at this level before. The Time Machine Xperience™ unlocked a new standard of collaboration.”

Chair of a Bio-Tech Supervisory Board

“Time Machine Xperience™ with Scott and his team removed the barriers that were clouding our vision. It created an environment where people felt free to dream, yet left with a structured playbook that empowers everyone to drive success.”

President of a US Consultancy for Disaster Avoidance & Recovery

“Of all the meetings we’ve ever had, this one delivered the most tangible traction. The session sparked breakthrough ideas and a dramatic increase in engagement from our leaders.”

Senior Operations Leader of a High-Growth Company

“It’s important to free your people to think about achieving their highest aspirations for the company and for themselves... the Time Machine shifts a group from making timid projections into the bolder atmosphere of exploring the brightest future together.”

Vice President, European Technology Distributor

More Client Voices: The Power of the Time Machine Xperience™

“We adopted the Time Machine approach with our European team and found it an excellent method for gaining clarity and purpose toward our vision of the future. It opens people’s minds to new possibilities and gives a fresh perspective during times of rapid change.”

Director, European Market Expansion

“In the venture capital business, we realize how important it is to unify the management team with a big vision. Having been involved in developing these ‘big stories’ for several portfolio companies, I can see how the Time Machine Xperience makes a real difference.”

Venture Capital Partner

“See what’s coming next and adapt — or, better yet, drive what’s coming next with Scott and his team’s excellent guidance.”

Marshall Goldsmith, Awarded Author on Leadership

Partnering with Bold Mind X

- 1. Discovery Consultation** – Clarify goals and context.
- 2. Immersive Time Machine Xperience™ Workshop** – Step into the future vision.
- 3. Hero Mission Design & Activation** – Translate vision into focused initiatives.
- 4. Ongoing Adviser-Coaching** – Sustain momentum and accelerate execution.