



// SUCCESS, BUILT FROM THE FUTURE

Time Machine **X**perience™

Our signature transformation model doesn't just solve problems—it unlocks a unique path to growth that is as distinctive as your business.

What is the Time Machine Xperience?

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 nearly 20 years ago, 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.

Why do Organizations Need to Visit the Future?

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.

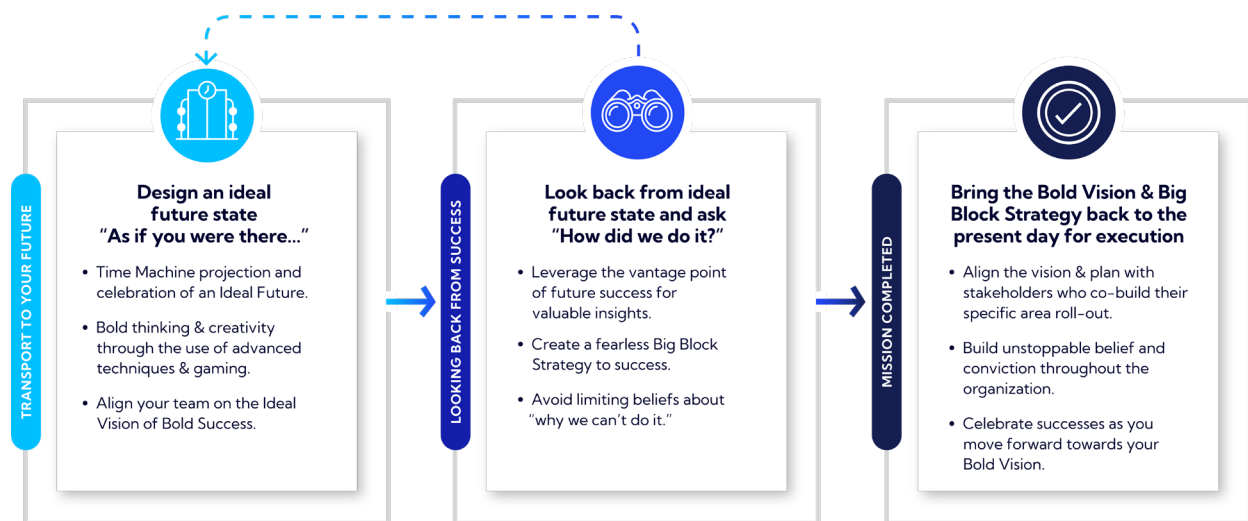


"Of all the meetings we've ever had, this one delivered the most tangible traction. The session sparked breakthrough ideas and a dramatic increase in engagement from our leaders." — Legacy Voices (from Time Machine Leadership)

"Scott and his team know how to energize a room and align leaders around what's possible." — Senior Leader at HPE

"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 does the Time Machine Xperience™ Work?



Most off-sites begin by rehashing the present. The Time Machine Xperience™ starts by "video-izing" the future: leaders narrate what they see, hear, and feel in their most successful state—who's in the room, what customers are saying, which headlines are being written. It's cinematic on purpose; great directors don't only ask an audience to suspend disbelief—they create new beliefs. That's how they change minds.

From there, participants break into small groups to storyboard that future and pin up scenes—culture, customer experience, business model, market position. Laughter rises, energy grows, and something important shifts: people start believing they have a future worth building, not just a plan to survive.

Once success is vivid, the team stays in that future and "re-members" how they got there. Facilitators ask, "What did we do—specifically—to achieve this?" To keep thinking at the right altitude, groups build The Five Big Steps and consolidate them into a single, enterprise story. The method deliberately side-steps limiting beliefs—the imagined barriers that kill bold plans. We use structured dynamics (sentence completion, power brainstorming, theatre, storytelling, artistic renderings) to maintain the future-tense mindset while capturing strategic levers and sub-team lenses (customer, product/tech, GTM, culture, economics).

Big visions die without a tactical operating mandate. The Time Machine Xperience™ converts Big Steps into Hero Missions—clear, concise, mission critical statements that create a meaningful impact on the company's bottom line. Period.

"The Time Machine shifts a team from making timid and safe projections into the bolder atmosphere of exploring their brightest future together." — Senior Leader, TD SYNEX

"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



What are the Phases of a Time Machine Xperience?

Phase 0: Prepare – Understand Today

Before any “time jump,” we help clients create an honest baseline—facts, not debates—and help leaders cut emotional anchors (pride, guilt, anxiety) that keep them moored to yesterday. You still bring the weather report—current performance, market dynamics, culture—but you leave baggage at the dock. Only then can the team sail.

Through structured interviews, Scott and his team explore:

- 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.

Why do we do it?

Heavy emotion (loss aversion, risk aversion, sunk-cost) tilts decisions toward protecting today over creating tomorrow. Naming those biases and letting people express what they fear allows the group to acknowledge, then move on. That clears cognitive load for future-back thinking.

Typical Outcome: A shared and honest baseline that makes the “journey to the future” credible and safe, laying the foundation for meaningful breakthrough.

Phase 1: Journey to the Future

This is the signature moment of the Time Machine Xperience — a facilitated immersion and celebration 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, people & culture, customer experience, products, technology advances, and leadership style.

3. Shared Future Narrative

Facilitators guide participants to synthesize these stories into a collective and detailed vision of success — a vivid artifact that becomes the north star for strategy.

Many times we use theatrical staging, like “Shark Tank” role-plays to build belief through storytelling and fun.

Why do we do it like this?

Cinematic specificity creates belief. Present-tense, sensory detail (“video-ization”) pushes the brain beyond “probabilities” into **possibilities**—and raises the “excitement-to-scary” ratio that signals ambition is worthy. Groups leave with a **vivid, shared bold vision**.

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

“To visualize is to see what is not there, what is not real – a dream. To visualize is, in fact, to make visual lies. Visual lies, however, have a way of coming true.” – Peter McWilliams



“I came in with high expectations — and they were completely exceeded. You made my life super easy. By doing Time Machine Xperience, our strategy is there, the ideas are there. And they’re better than we could have ever done on our own. Thank you.”
— CEO, Bio-Tech Company

Phase 2: Remembering the Future – Reverse Engineer

Once the future vision is tangible, the team looks back from that future point of success to “remember” how they did it.

1. Mapping the Critical Path

Participants “remember” the major milestones, pivotal decisions, and cultural shifts that, from their future vantage point, clearly enabled success. This “remembering the future” dynamic reframes challenges as steps that have already proven to work.

2. Removing Barriers & Amplifying Enablers

Facilitators help recognize the barriers that were overcome and the levers that accelerated momentum. The conversation shifts from speculation (“if we could...”) to evidence-based conviction (“we did it by doing...”).

3. Identification of The 5 Big Steps

The team works to identify the Five Big Steps that formed the roadmap to completing the Vision. They are clear, actionable, collectively owned and well balanced between exciting & scary.

Why do we do it?

Looking forward from today invites those nasty creatures called Yabuts (“yeah-but finance/legal/systems...”). Those are Limiting Beliefs and are the underlying cause of incremental mindsets. Looking back from success bypasses loss-aversion logic and surfaces bolder, clearer moves—the set that actually changes the game. The “fixed-number” request (e.g., Five Big Steps) keeps people thinking at the right altitude.

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

“It’ a poor sort of memory that only works backwards.” – Lewis Carroll

Phase 3: Hero Missions – Turning Vision into an achievable Obsession

Hero Missions provide the bridge between bold vision and concrete focused 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 on EBITDA or Revenue or another Vision critical factor.

2. Empowering Hero Mission Teams

Cross-functional leaders volunteer or are appointed to own each Hero Mission, giving the work visibility and urgency. Missions often target customer experience redesign, sales expansion, cost reduction, or new market entry strategies.

3. Creating Accountability, Momentum & Obsession

Each mission has highly visible senior leader ownership, many times the CEO, to the point of an obsession, 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.

Why do we do it?

Fragmented portfolios of projects dissipate energy. Hero Missions concentrate focus and reduce cognitive load while giving people a story to believe in. Belief drives behavior; visible progress releases dopamine and compounds momentum.

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

“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.”

— C-Suite Leader, FTI Consulting

“For the first time, my leaders truly owned their process. The Time Machine Xperience™ 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

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What is the Science Behind the Time Machine Xperience™

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.

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



Where does Time Machine Xperience work?

The technique easily scales—from start-ups to **Fortune-50 enterprises**. We've applied it across Consumer Goods, Tech, Telco, Pharma, and Global Consultancy—**turning around core brands**, driving **~40% growth even in global economic crisis**, helping a Fortune 50 company **multiply its share price** in under four years, and many other "**beyond the probable**" results. The ingredients stay the same; the **mission set and governance** adjust to context. Welcome to **The Art of the Possible!**

"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.

Partnering with Bold Mind X

1. Discovery Consultation – Clarify goals and context.

2. Immersive Time Machine Xperience™ – Step into the future vision.

3. Hero Mission Design & Activation – Translate your vision into focused obsessions for success.

4. Ongoing Advisory-Coaching – Sustain momentum and accelerate execution.

"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 Bio-Tech Group Supervisory Board

"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

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