

With



to

Resilient

Motivated

Longterm

Employees.



SoulSync in HR

Match Jobs with Candidates whose Motivation comes from Deep Within.

SoulSync

Purpose

Identity

Values & Beliefs

Traditional HR

Capabilities

Behaviour

Environment

Psychological Levels according to Ditts

SoulSync Business

One Method. Different Cases.

PREPARE

AI & Future of Work

Give employees safety and clarity on how their role may change and where they can thrive in an AI-shaped workplace.



PREVENT

Resilience & Burnout Prevention

Help valuable employees regain clarity, energy and resilience, before stress turns into absence or resignation.



TRANSFORM

Restructuring & Internal Mobility

When the org chart changes, we help people find, where their strengths actually pay off – so restructuring redeploys talent instead of losing it.



**SoulSync helps build a
resilient, motivated and loyal workforce.**

SoulSync Business

One Method. Different Cases.

TRANSITION

Career Transition & Outplacement

Turn an involuntary career ending into a constructive new beginning with direction, confidence and purpose.



RETAIN

Re-engagement & Sabbatical

Reignite motivation in experienced employees and give them a compelling reason to stay.



SELECT

Candidate Selection & Purpose Fit

Identify candidates who not only fit the role, but are genuinely motivated to thrive in it long term.



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SoulSync Method

The Human Side of HR

The SoulSync method is based on the 1'200 year old Japanese **IKIGAI** and has been adapted to today's business needs.

It combines personal reflection with organizational needs to identify meaningful and realistic role options.

1. Discover Passion

We explore what gives the person energy, what they enjoy doing and where their natural strengths and abilities lie.

2. Assess Future Needs

We look at how technology, AI, market developments and broader trends may change roles, skills and opportunities in the future.

3. Understand the Business Framework

We consider the organization's strategy, structure, culture, available roles and practical constraints to define the space in which realistic options can be created.

4. Create Purposeful Role Options

We bring these perspectives together to identify roles, responsibilities or development paths where the individual can contribute meaningfully, use their strengths and stay motivated.

The final framing will be customized to your specific needs.

SoulSync City Retreat

Goal

Experience the SoulSync process personally. Or send somebody from your organization for a real test. Learn how it applies and benefits your business.



Date

27.-28. October 2026

Place

Lapland Hotel Bulevardi, Helsinki, Finland

Format

27.10.	08:00	Breakfast
	09:00	Intro
	11:00	What makes me happy?
	18:00	Dinner at hotel
28.10.	09:00	What am I good at?
	12:00	Lunch at Hotel
	14:00	Receive and review report Select preferred option
	15:00	Create Roadmap
	16:00	End of workshop
	18:00	Your personal assessment report will be sent to you

Price

1 Workshop participant (per company):

FREE

(excl. travel, hotel and meals)



Soul SYNC YOUR LIFE



City Retreat Helsinki

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Who is behind SoulSync?



Markus Tobler

A curious child of engineers, raised in an entrepreneurial family.

Father of 3 daughters, now partly grown up.

20 years of competitive sports
→ from junior level to playing world cup.



International with roots in Switzerland and Finland

Dual Degree in Chemistry and Biology, plus an MBA

20-year career journey
→ from apprentice to Managing Director to Board Member
→ From Startup to SME to global corporation

Executive Education in Innovationmanagement at HSG (CH) and MIT (USA)

Hobby: exploring the art and science of growing grapes and making wine

