

Beyond Team Building

with Karim Malak ♦ Permaculture Educator & Environmental Engineer



Is your team struggling with fragmented vision, low energy, or collaboration that feels harder than it should?

What if disconnection could be transformed into clarity, alignment, and renewed commitment?

Eedama —a social enterprise for sustainability and impact— offers customized workshops and immersive experiences that go beyond team building, approaching teams as living ecosystems.

These workshops focus on both, the visible side of team culture (communication, burnout, roles, decision-making) and the invisible side (trust, values, motivation).

What emerges is a healthier culture that teams co-create —one that nurtures well-being, resilience, and meaningful collaboration.

OUR WORKSHOP FORMATS

Seed + 2 to 3 hours

An introductory session to spark reflection and connection around team culture, using the “Cultural Emergence” toolkit for personal and collective growth.

Sprout + 1 full-day immersive

A full-day immersion to identify unhelpful team patterns and redesign them collaboratively, while also pausing for rest and inspiration in a natural setting.

Bloom + 2-day immersive retreat

A two-day retreat that expands on Seed & Sprout, offering more time for depth, connection, and renewal.

Forest + Customized format

A long-term journey for lasting cultural transformation, co-designed through consultation, needs assessment, and ongoing coaching.



Interested?

Learn more through a **discovery call**.

**BOOK
HERE**



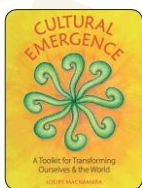
Get in touch

✉ karim@eedama.org

☎ +961 (70) 548 753



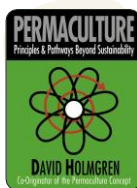
FOUNDATIONAL GUIDEBOOKS (click on link for details)



Cultural Emergence

A Toolkit for Transforming Ourselves and the World

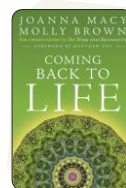
BY LOOBY MACNAMARA



Permaculture

Principles & Pathways Beyond Sustainability

BY DAVID HOLMGREN



Coming Back to Life

The Updated Guide to The Work That Reconnects

BY JOANNA MACY &
MOLLY BROWN



Designing Regenerative Cultures

BY DANIEL CHRISTIAN
WAHL

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RECENT WORKSHOPS

♦ KEY OF LIFE NGO

April 2025 ♦ Lebanon

♦ AUB MEDIA STUDENTS

March 2025 ♦ Lebanon

♦ STEP TOGETHER TEACHERS

March 2025 ♦ Lebanon

♦ REEF AMBASSADORS

December 2024 ♦ Ecolodge ♦ Qobayat, Lebanon

♦ MADA ASSOCIATION

July 2024 ♦ Guita Bed & Bloom ♦ Aqoura, Lebanon

TESTIMONIALS

“Karim delivered an exceptional team building experience that truly stood out.

The activities were neither predictable nor typical, but rather engaging and introspective, leading to meaningful conversations and a stronger sense of unity. He grounded our day in nature, creating a refreshing and thought-provoking atmosphere.

We left feeling refreshed, reconnected, and with a renewed appreciation for the power of teamwork.”

LAYAL BOUSTANY
Executive Director, **MADA**



“The workshop exceeded all expectations, and the preparation process was incredibly smooth.

The youth were highly engaged and enthusiastic throughout the activities, which was a refreshing change from the usual.

The impact was immediately noticeable, and their energy and newfound insights were carried over into the next project's sessions, reflecting the workshop's success in inspiring and empowering the REEF ambassadors.”

SANDRA SLEIMAN
Environmental Programmer, **REEF**



ABOUT THE FACILITATOR

Karim's work lives in symbiotic spaces where learning never ends, and where unlearning is just as vital.

He moves through landscapes of care, community, and creativity, attuned to what lies beneath the surface—between people, land, and culture, between the stories inherited and those waiting to be rewritten.



Whether supporting a permaculture garden or holding space in a retreat, Karim is guided by living questions:

- 1 How can we design cultures that heal the Earth and each other?
- 2 What kind of future do we want to co-create?
- 3 How can we root our work in regenerative systems?

EDUCATION & CERTIFICATIONS (click on link for details)

Masters in Environmental Engineering
[ECE](#) ✎ 2017 Paris, France

Permaculture
[PTC for Refugees](#) ✎ 2024 Spain
[PDC & Earth Activist](#) ✎ 2024 France
[PTC](#) ✎ 2023 UK
[PDC](#) ✎ 2022 Portugal

Cultural Emergence
[CELT](#) ✎ 2025 Online
[CEED](#) ✎ 2023, 2024 Online
[PEACE](#) ✎ 2022 UK
[ACE](#) ✎ 2022 UK

Other
[Apprenticing to Grief](#) ✎ 2024 Online
[New Eco Narratives](#) ✎ 2023 Spain
[LRLC](#) ✎ 2023 Portugal
[HHC](#) ✎ 2023 Online