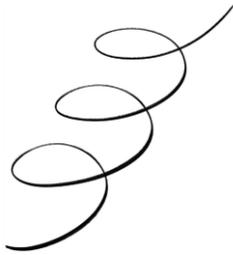




Development of Organizational Units

Very often good expert ideas and concepts get bogged down in the implementation because changes are not done in a holistic way. Only when attention is not only paid to well-founded, expert work, but also important topics in the areas of employee behavior and controlling processes can concepts become reality. We support you with our experience in sustainable and effective change management.



$$C = N \times V \times S$$

Successful **C**hange is always the product of awareness of **N**ecessity x strong **V**ision x first powerful **S**teps.

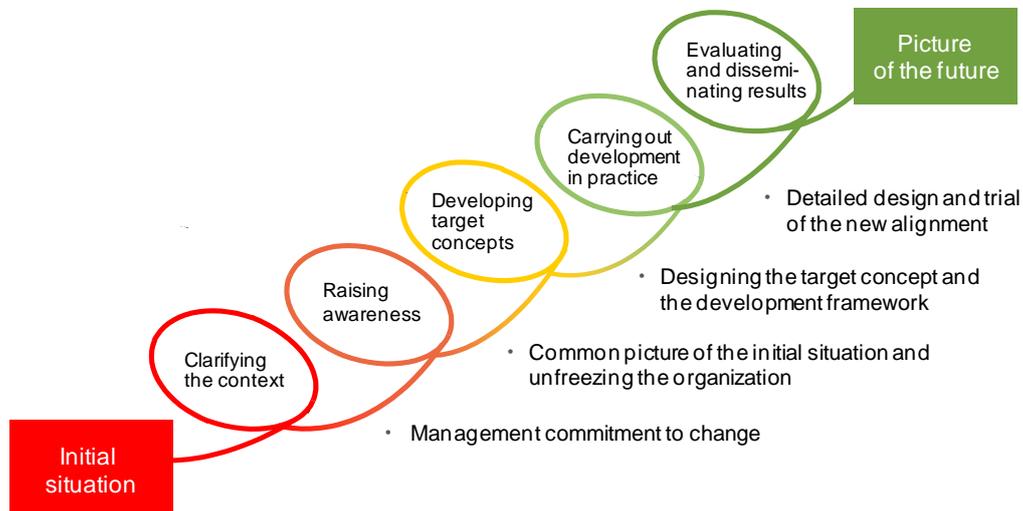
Typical Cases

- The requirements and framework conditions have changed and a realignment of the entire organization or division is set to begin.
- There are several very different vested interests to be considered.
- Expert concepts have already been worked out that need to be successfully implemented.
- A structural realignment of the organization is desired by “people at the top”. However, in terms of sustainable success, it is about more than just a “new organization”.
- New executives have new ideas about the future of the company, but how to get there is not clear.
- The organization or the division is not running smoothly and is to undergo a revitalization process.

Benefits

Sustainable development of organizational units not only means well-founded concepts of organization, strategy and controlling, but also brings about new behavior for all parties involved. It creates real solutions to problems and sustainable learning processes in all people involved. Changes occur “outside the skin” (concepts) and “inside the skin” (attitudes and behavior of people). By including and making an impact on all the right levels, the chance of the successful implementation of these changes is greatly increased.

The Helix of Corporate Development



Holistic processes often run in 5 stages. The process in each stage is customized on the basis of the experiences and results of the preceding stage.

We support you by ...

- creating a professional design for your development process in cooperation with you.
- acting as an expert sparring partner and a source of inspiration.
- facilitating workshops on current situation/problem-solving/designing the future/transformation.
- designing communication events with employees and stakeholders.
- coaching executives and key persons in the transformation process.
- working out customized training programs on behavior development.
- helping you in managing change.