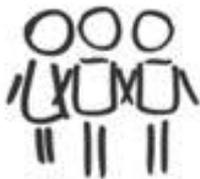




Team Development

Responsibilities have been distributed in a clear and fair way, difficulties are solved together, and employees help and greatly appreciate each other. The work is demanding and challenging, but is fun and makes sense. In cooperation with you, we will work towards reaching this almost heavenly state by means of actively designing the quality of internal cooperation between organizational units, teams and working groups. For this purpose, we employ tried and tested as well as innovative and experience-oriented methods.



Together we are stupid – unless we do something about it.

F. Simon

Typical Cases

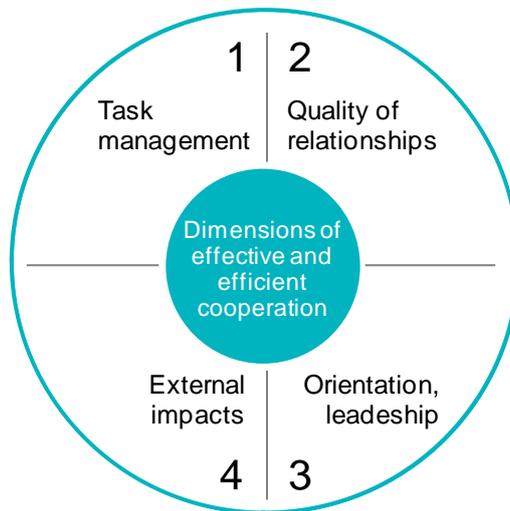
- Teams have to be (re)grouped, for instance, during or after changes.
- There are frequent discussions about responsibilities, the division of work and about who is to blame.
- Different corporate cultures are joined together.
- New projects are to be implemented, and bogged down ones are to be revived.
- Absences and/or fluctuation have increased noticeably.
- Difficult conditions such as time pressure, complex responsibilities and a high level of physical/psychological stress call for professional assistance.
- There are latent or acute conflicts between organizational units or individuals which have a detrimental effect on the work results.
- Employees complain about bullying.
- There are growing cases of burnout.

Benefits

- Cooperation is oriented towards the quality of results, customer satisfaction and efficiency by means of clearly structured, commonly designed and supported processes.
- There is more mutual understanding for different approaches. The interdependency between a constructive, appreciative work climate and the success of the organization and its individuals becomes transparent.
- The social competence of the parties involved is enhanced in a sustainable way.



The Four Dimensions of Effective and Efficient Cooperation in Working Groups and Teams



We support you by ...

- employing special analytical methods to describe the quality of cooperation and the need for action in concrete terms and to make them available to the parties involved.
- designing, initiating and accompanying group and team development processes.
- carrying out and implementing team coaching, supervision and peer consulting.
- offering facilitation.