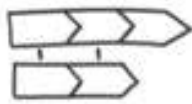




Teamwork in Production and Services

Teamwork in the form of partially autonomous working groups provides the best preconditions to bring your production team's potentials to bear. A clear framework, rules and agreed upon objectives have been fixed. Everything else can and should be designed and optimized by the teams themselves. We guide you through this change process, from designing it to the instructions for the relevant team trainings up to the effectiveness check.



Teamwork happens when your staff's potentials work together.

Typical Cases

- Changes are happening more and more quickly and the complexity of production is increasing. Top management can no longer be the best expert in every field.
- Production capacity needs to be made more flexible, which calls for a fine-tuning of creativity and solidarity within the team.
- Productivity and speed are to be continuously improved, and experiences made in daily practice are to be incorporated without delay.
- Executives do not have enough time for further strategic development. The teams should relieve them by taking over routine jobs in addition to their responsibilities.
- More and more often, rank and file employees want to be part of the design process and partially autonomous working groups actively pick up their contributions.

Benefits

The multi-stage "Train the Trainer" program brings about quick anchoring and effectiveness of teamwork. This not only affects the organizational concept, but also team building and personal skills. By using this approach we have experienced that employees highly identify with their work and responsibilities once the typical initial insecurities have been overcome. The introduction of teamwork also changes the understanding of leadership towards promoting and coaching.



Stages of Introducing Teamwork

1 Design Design a company-specific concept of teamwork	<ul style="list-style-type: none">• Define project organization• Work out team design• Select team leader• Determine team objectives
2 Training and Courses Convey social and methodological competence	<ul style="list-style-type: none">• Design and implementation of a 3-stage “Train the Trainer” concept
3 Comprehensive Test Stage Check of content learned, adjustments, corrective actions	<ul style="list-style-type: none">• Testing in practice for 6 to 12 months• Review, adjustment, framework conditions• Trial stage for team leaders and team composition• Review, additional training, coaching
4 Production Stage Solid teamwork in the company, continuous process improvement	<ul style="list-style-type: none">• Specifying company agreements• Review, additional training, coaching

We support you by ...

- defining the optimal team structure and contributing methods.
- training executives in the fundamentals and leadership functions of teamwork and thus initiate the top-down change process.
- contributing external experiences and inspiration as professional sparring partners of production management.
- helping executives in the selection of team leaders.
- conducting the first stage of the “Train the Trainer” program and accompanying the next stages.
- addressing all stages and stimulating all the senses by means of action learning.
- designing a customized support and development program and facilitating review and learning workshops on a regular basis.
- coaching the project leaders and executives.
- monitoring progress and the effectiveness of teamwork and developing specific interventions.