



**IN SYSTEMIC CHANGE MANAGEMENT**



## Experts for International Change Architectures

We are your ideal partner to steer your change process professionally!

### The situation

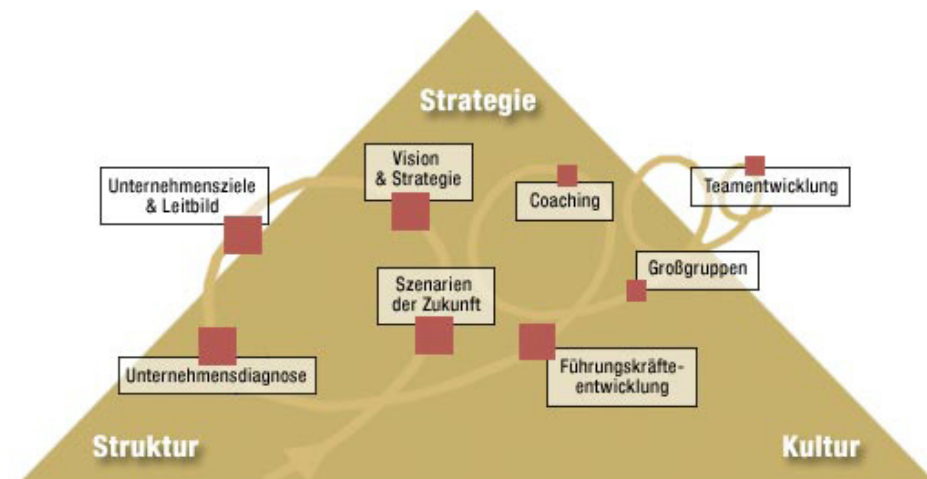
Are the market, your clients and the economic environment of your company subject to continuous change? Do you notice that a new strategy is necessary to successfully cope with changing conditions? May drastic structural changes, possibly even involving restructures or the relocation of business activities, be required? Our broad experience and large systemic toolbox help you in finding the appropriate answers – the 'how to' implement.

### Your benefit

We are your reliable partner. We manage change processes professionally. We get your people on board. You win time and money for the really important decisions about your future and strategy.

### Our service

Together with you we will put into action a process of transformation, which will help you to successfully create the changes you are striving for. We optimise the systemic balance between the 'hard' and the „soft“ success factors in the tension between strategy-structure-culture. Transparent and professional project management for change creates confidence in your company.





## International Strategic Change Management

We provide global excellence in International Strategic Change Management!

### The situation

Organisational change is always a great adventure. It takes a great deal of energy within an organisation to take on a different perspective from the one so far.

### Your benefit

Our truly systemic consulting approach integrates the strategic, cultural and structural perspective on your organization. It enhances your creative and proactive role in reshaping your organization and your respective environments.

### Our service

We guide and support your long-term, sustainable learning and renewal processes with the goal of making your organisation better able to survive, prosper and increase its efficiency. Through our Systemic Change Management approach we create the fit between the strategic, cultural and structural components of your organisation. We support you whenever the need for change arises – at all levels within your organisation and wherever you are located: in Europe, India, Africa or America.





## International Leadership

With us you are on target for leadership excellence!

### The situation

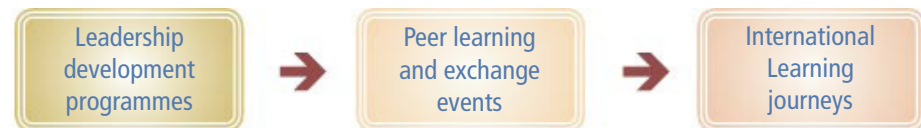
It is within the context of internationalisation that the idea of leadership is being challenged. With the move towards a cross-cultural business environment comes a need for leaders who realise that the rest of the world does not do things „like we do“. Cultural differences have an impact on everything - from inter-personnel communication, to health and safety procedures, to project management. In short, no part of the business escapes.

### Your benefit

Combined with our CSR programmes you gain unique leadership insights and create a real entrepreneurial leadership crew focussing on your company's future.

### Our service

We support your organisation and your team of leaders in navigating the company through the rough waters of international competition. Our excellent tailor-made, innovative, international Leadership Development Programs, Peer Learning Events and international Learning Journeys add value to your learning. We conduct the sessions in various unusual learning environments – including on ships, islands, in villages or youth centres all over the world.





## Remote Team Management

We are your experts in making your remote team management as good as face-to-face management!

### The situation

When members from different functional areas or different country branches join a virtual team there are many challenges to overcome to ensure good team collaboration. There is the integration of differing work methods and cultures, various languages, diverse goals, different levels of access to technology, not to mention the range of time zones.

### Your benefit

Your remote teams achieve their goals. They work smoothly together, create international synergy and contribute to your company's success.

### Our service

We support you in achieving your virtual international team's (VIT) success. Understanding the type of team you work in as well as its complexities will help you get the most out of your remote team. We take you through the process of virtual success:





## Large Scale Interactive Group Facilitation

With our excellent large group sessions you ignite the fire in your employees and leaders!

### The situation

Large group events are ideal for anchoring change and identity in your company. You are able to reach out to a larger number of your employees. Nowhere else can strategic and cultural change be better embodied than at a large group event.

### Your benefit

Your managers and your staff feel that they are being included. As a leader you are visible to your staff because you are in personal contact with them. Your strategy is widely communicated and discussed. Your company's identity gets strong.

### Our service

Our core competence is the creation of dynamic and interactive events - whether for 30 or more than 1000 people. We tailor-make large group sessions according to YOUR communication and situational needs - innovation and creativity are our competencies! Examples of the kinds of events we mastermind include:





## Offshoring – the international learning journey

### The situation

Does your company want to reach new markets or move production sites to Africa or India? Do you want to send leaders or technical staff abroad? With our tailor-made global mentoring process we ensure you a safe transition. Whether you intend to be active in India, Ethiopia, Nigeria, Ghana, Cameroon, Kenya, Tanzania, Uganda, Namibia, South Africa, the Democratic Republic of Congo, Senegal, Mali, the Ivory Coast or anywhere else, we are at your side with our global support programmes.

### Our service

#### First 100 days Transition Coaching

This prepares your personnel for the new environment, its culture and people. The leader develops the first steps and questions to ask

#### Culture Compass

This allows a realistic self-assessment – what culture type am I?  
What impact will it have in the host culture? How best to prepare myself?

#### Country specific coaching

For all countries mentioned above we provide knowledgeable country-specific coaching and preparation by local coaches. We tackle culture-specific questions such as leadership, negotiation, conflict resolution, performance culture etc.

#### “International Learning Journey”

On demand we prepare the “Learning Journey” for your company to the respective country – you come to know its economy, culture and communication. You get in touch with local business networks and colleagues.

#### Culture Scout

During the first months in the new country we offer you a culture scout as mentor, who frequently analyses the new situations with you and takes appropriate actions as required.

#### Strategy and Team Building on the spot

As soon as your company and the representatives have gained a foothold, it's time to develop and communicate the strategy locally and to develop a good team rapport. We are specialists in assisting you in doing so.

### Your benefit

Your leaders and technical staff start their job well prepared on the soft side of the coin. Your company doesn't waste time and money with blocked communication or numerous cultural misunderstandings.



## Executive Business Coaching

Get added value for you and your leaders by gaining a new perspective!

### The situation

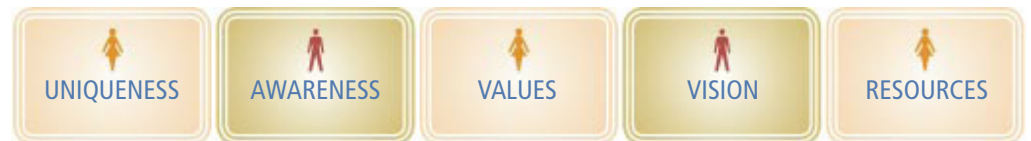
The increasing complexity of the work environment has a considerable effect on business in that they need to be able to deal with the complex consequences of quick decisions. Leaders decide, orientate, change and motivate – but with whom can a leader reflect on his situation?

### Your benefit

You discover your uniqueness with a “vive la difference” attitude. You know your values and inner motivations. You formulate your vision(s) and goals. You discover your various resources and know how to use them.

### Our service

Our Executive Business Coaching is the process of professionally reflecting on your role as a leader in your organizational business context. Leaders discover coaching as a useful support for their leadership role. Coaching is conducted by us acting as your external partner. The added value you get? It's the additional perspective you gain! Your:



Also have a look at our training programme for Executive Business Coaching.





# Diversity Management and Corporate Social Responsibility (CSR)

We can make your Diversity Management and Corporate Social Responsibility programme a success!

## The situation

The diversity of your staff, which reflects the market and the diversity of your clients, is your company's most valued future asset. Do you want to integrate the similarities and differences between your employees – i.e. their origins, their talents, their cultural conditioning and experiences – and the business environment they work in?

## Your benefit

Your staff loves working in your company. The atmosphere is open and appreciative for differences in working styles and personal background. Your company has a great image in its environment as being fair and sustainable.

## Our service

We anchor this principle as one of your organisation's values. You'll receive a diversity profile of your organisation, which is the start point for targeted and appropriate changes.





## GLOBAL EXCELLENCE IN SYSTEMIC CHANGE MANAGEMENT

We are looking forward to hearing from you.

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