

# Performance fields and themes

## Developing Enterprises and achieving synergies

When external or internal demands change, reactions inside the company are of utmost importance. Previous proceedings, points of view, attitudes have to be examined as to their future stability and new qualities, insights and operating methods have to be established if necessary.

We will give you our support in changing the existing order, linking skills and achieving synergies. Examples:

- To develop and to implement strategies successfully (for example in Sales)
- To integrate and to accompany processes of change (for example to adjust "culture + values" to external and internal demands)
- To extend the quality of communication and information
- To optimize and link working processes and proceedings
- To increase customer orientation and satisfaction
- To accompany Merger + Acquisition (HTI – a program to accompany processes)

## Creating and implementing tools for leadership

Tools are very important to get clarity of Status Quos and barriers, potentials and possibilities. Once in place, they will help you to continuously and systematically select and develop your personnel.

The tools we create, are practical and designed to deal with specific circumstances and individual needs. We are also qualified to support you by economic introduction into your company. Examples:

- To develop and implement Assessment Centers and structured Interviews
- To create and implement appraisals (for example for "High-Potentials")
- To concipate programs for personnel development
- To create and arrange employee surveys and to recommend transformation plans (360°-Feedbacks, Motivation and so on)
- To concipate and to introduce annual cascade meetings

## Accompanying and shaping processes

If you want to concentrate on contents and solutions or if your employees require a "protection zone" from "sensitive issues", we offer you custom made proceedings.

- To handle, to accompany or to lead projects
- To moderate events (for example annual Meetings, synergy- or motivation-Workshops)
- To develop and train for easier and more efficient cooperation
- To moderate in conflict situations: Mediation for individuals and groups
- To coach individuals and groups in case of personal issues and goals

## Extending knowledge, methods, social competences

We support individuals and groups to help extending already existing or creating new competences. We are careful to have an integral and value-oriented development in your company.

- For leadership and aspirants (to lead, to plan, to choose, to assess and to integrate)
- For trainers and instructors (to moderate, to present, to introduce and to reflect)
- For those responsible for projects and processes (to clearly, to accompany, to intervene and to generate binding commitments)
- For employees (to optimize, to communicate and to "function well")

## Getting more information



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