execute or initiate?

mpw

Team and organisational development

Goals and benefits

High-performing teams who are committed to the goals they have been set and who enjoy their work are increasingly indispensable in today's environment, where reacting quickly to market changes and achieving sustainable results is a sine qua non.

In the plethora of new organisational forms, **role flexibility, diversity and multitasking** are increasingly required, along with the assumption of a specialist role. Only together is it possible to cope with the new complex tasks.

- **Team development** consolidates interdisciplinary cooperation and promotes transparent and efficient communication. Furthermore, the willingness to improve continuously and autonomously among team members inspires the team as a whole. The team members get to know themselves better and develop understanding for the differences in the group. Constructive feedback loops encourage both the individual and the group to go beyond their comfort zone and **break through existing patterns of thinking and behaviour**.
- **Organisational development** facilitates a culture of change, constructive feedback and a sense of ownership in the company or in a department.

Methods and contents

We provide professional guidance and moderation and apply a varied, balanced mix of methods that we put together to meet your specific needs. We are primarily oriented towards a systemic solution-oriented approach, we provide transparent and constructive feedback and encourage those involved to question the existing order and to discover new things. The following methods are among those used:

- **Team development:** Diagnostic test procedures for team analysis, team constellations and group dynamic exercises, alternating tasks in small groups and individually, experience-oriented exercises, reflection and transfer to everyday business.
- **Establishing a leadership culture:** Moderation of workshops and group events (World Café, etc.), use of diagnostic procedures, alternating input and reflection sequences.
- **Organisational development:** Situational analysis and diagnosis, procedure design and planning, briefings and advice to the steering group (management staff), holding workshops with the stakeholders (management teams and staff), retrospectives for intermediate stops to adjust the procedure.

Team development, organisational development and workshops at a glance

Team building	Establishing a leadership culture	Organisational development:
• Team workshop with "Team Management System"	• Targeted use of roles and preferences in management	• Reorientation after a change of management or a reorganisation
• Team workshop with "Insights Discovery®"	• Synchronisation of leadership values and understanding – laying a new foundation for a common vision and strategy	• Anchoring customer centricity and ownership – establishing a culture of comprehensive cooperation
• Team start – clarify expectations, use talents		
• Mastering changes in the team and reorientation	• Mastering changes in the team and reorientation	• Change competence: consolidation and innovation simultaneously
• Addressing tensions constructively – improving cooperation and work processes	• Between classic and new work – ambidextrous behaviour in the boardroom	• Ambidextrous – management both agile and classic in equal parts

Customised and flexible

We work with you to determine your specific needs, along with a comprehensive clarification of the mandate and hold individual discussions with each team member or with the steering group as required. Then we determine the central issues along with the appropriate methods and sequence. We develop customised programmes and schedule the further steps and reflection loops with you. Once the process is completed, we hold a debriefing workshop with the steering group or leadership team to reflect on the results and the sustainability of the measures.

Face-to-face or remote

We conduct our workshops both at the premises of your choice, entirely remotely or in hybrid formats. The combination of online sections and on-site implementation facilitates a very flexible design to meet your needs.

Languages

German, English, Italian

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