

## **The lament of a top manager... or – the force field of informal processes and relations in an organization...**

- Visions have been developed but employees do not follow them.
- Strategies have been developed but they do not reach the employees.
- Plans of action have been created but employees do not enact them.
- Concepts have been developed and implemented but the transformation has failed.
  
- Locations are changed but employees do not move along.
- Everything is registered in figures, however the talent and qualifications of employees are forgotten as capital factor
- Hierarchies are reduced but the important questions and key tasks are missed out.
- Personnel is downsized in a socially acceptable way but those who remain are demotivated and frustrated.
- Centralized control mechanisms have been created, however there is lack of information what really happens locally.
  
- Employee leadership seminars were attended but this lead to no change in employees.
- A lot of time has been invested in professional success but the personal renovation is neglected.
- Careers are built but the emotional needs of people are being forgotten.
  
- ...and what have you experienced?

*In order to enable people to be successful and to win them over for changes, the executives should be able to build trust and to convey visions, they should reveal character, reliability and competence.*

*In order to implement corporate visions, missions, strategies and plans in practice executives should be in control of the crucial elements of the culture, strategy, structure, HR management and organizational change.*

**We support you to turn goals and strategies into results.**