

Organizational Development

„Change is the only constant.“

Heraclitus

Do not hesitate to contact us for a free initial consultation at info@ip-international.biz or call us at +49 069 2601 4059.

Organizations need to change to keep up with changing challenges. The greater the ability to adapt, the greater the chances of long-term success. We have learned from our experiences that active involvement and cross-functional collaboration of all employees in a learning organization reduces change-related resistance to the lowest possible level. If your employees understand where the journey is headed and why, if their suggestions and arguments are listened to, then they will be more actively engaged in taking a proactive role in the change process. If your employees' needs for orientation, security and stability are taken into account, change processes are not hindered.

We support you with a participative, creative approach in which the knowledge carriers of your company are heard and joint sustainable solutions can be developed. We only recommend bringing in external "experts" if there are no knowledge carriers inside your organization with previous experience to build on.

Below you will find an overview of the topics we offer in the field of organizational development and our related services. You will receive consulting, training, and workshops or individual coaching, tailored to your specific needs.

We thoroughly assess your needs, evaluating the existing knowledge and skills and building on existing resources. We support you with tailored hands-on training, coaching and consulting, providing only what is needed and adds value.

Change Management

Most change management projects fail, in fact, many of them fail in the initial phase. Some of the causes of failure include: employees building up resistance against the change, the changes may not be sustainable, and the employees may fall back into their old behavioral patterns after a short phase of change.

The biggest obstacle to successful and sustainable change is not technology; the biggest challenge is people.

For change management to succeed, it is important to:

- Develop a change management plan, and ensure that your management team and employees understand clearly what is changing and why, what the advantages of the change are, and how the changes will affect them.

- Clearly define your vision of the future, of what will change, when the changes will occur, and who is involved.
- Create multifunctional teams with members from different departments who act as influencers and commit to the implementation of the change management across the whole organization.
- Make sure that successes, even small ones, are visible for everyone from the very beginning; this helps to remove obstacles.
- Anchor the changes and the improvements in the corporate culture and its values. Strong values ensure cohesiveness and are therefore an important element to ensure sustainability.

We have extensive experience and expertise to accompany and support you in all phases through the entire change process.

Define Goals and Strategies

Which goals are set and which strategies are best suited for their implementation depends on various factors. As you assess the situation in order to prepare for developing the goals and strategies, it is important to :

- Analyse the market situation.
- Consider your organizational culture.
- Assess your existing resources, knowledge and skills, as well as the stakeholders who carry them.
- Evaluate which resources are necessary, which are lacking and which have to be provided from external sources
- Identify who will be the most affected by the changes and who are the stakeholders that should be involved in the different phases of the project.
- Evaluate the quality of the implementation in terms of sustainability and continuity.

We provide consulting as well as workshops to develop solutions tailored to your specific needs.

Workflow Optimization

There are a number of things you can do to optimize your workflow so it will run more efficiently.

Recording and documenting all processes uniformly and completely is not enough. In order to optimize workflows, it is important to determine whether the processes are actually implemented as expected and whether they produce the desired results.

We help you produce a process analysis including a process map which will provide much needed information including the following:

- where critical issues arise,
- where delays regularly occur,
- where dissatisfaction occurs internally in your organization and/or externally with your customers.

It is important that all the employees involved in the workflow have a stake in it, so that the process map corresponds to what is actually done, not only how the workflow was originally intended. It is helpful to include an external, non-involved person to provide a fresh outlook and to prevent the repetition of habitual non-productive patterns.

A PDCA cycle is an excellent tool for workflow optimization. The PDCA cycle, also called a Deming wheel, describes a sequential, four-phased process for learning and improvement. PDCA stands for Plan - Do - Check - Act (implement). Active involvement of your employees ensures that waste is recognized and eliminated at a very early stage.

We support you through workshops or specific trainings for your managers and supervisors to enable them to provide workshops and training courses for your employees.

We support you during the first workshops conducted by your internal employees, provide feedback and offer tailor-made follow-up training.

A Structured Approach to Problem Solving

Why use a structured approach? It is in our nature to see patterns and jump to conclusions. By adhering to a structured process, we reduce the assumptions and avoid jumping to damaging conclusions. PDCA is an approach to structured problem-solving that has proven to be easy to learn by everyone. In our experience, the PDCA cycle has proven to be an all-round method for systematic problem solving, both in production and in administration. It serves as an excellent tool for eliminating waste, implementing continuous improvement processes, and increasing proactiveness of the workforce. It also improves commitment and employee morale, which leads to improved performance.

In-house workshops, in which the organisation's knowledge carriers play an active role, have proven to be the best solution for our customers.

We create workshops tailored to your specific needs, and accompany you during implementation.

On-Site Trainers, Coaches And Multipliers

People Development: Challenge and Empower Your Employees

All people have a great deal of creative potential, knowledge and skills, unfortunately, it is often largely untapped. This is a loss for both the organization and the employees. From our experience, people are encouraged to get involved if attention is paid to them, and they feel appreciated.

Appreciation motivates your employees to reach peak performance. Peak performance and recognition make them proud to be part of the organization. In our approach, managers and leaders are trained to empower their employees and to support individuals to be pro-active, cooperative, and to share their knowledge.

We offer training courses, workshops and coachings tailored to the needs of your managers, SMEs, supervisors, and team leaders in order to enable them to provide training and coaching to your employees. Our program covers the basics of adult education, training, motivation and coaching methods. We also cover communication and conflict management, problem-solving methods, workflow optimization, continuous improvement processes, and team development.

The duration, as well as the content, of our training programs are tailored to your specific needs.

Team Development

Teams play an essential role in organizational development. In fact, organizations cannot function without teams. A team is more than a group of people working together, but what makes a successful team? Commitment is a key element because commitment to the purpose and values of an organization provide a clear sense of direction. Inclusion leads to an increased contribution to the common goal. The more individuals feel like part of a team, the more they contribute, and the more members contribute, the more they feel like part of the team.

Communication is another key element to help a team to reach its full potential. Members must be free to share their ideas, ask for help and risk making mistakes. Trust is another key element, in addition to being solution-oriented and to follow-through on decisions that have been made. To reach peak performance, a team needs a mix of technical, social and communication skills, as well as a sense of connection, to the larger work organization, to team members, and to other work teams.

We support you through coaching for teams and/or individuals, workshops or specific trainings for your managers, team leaders, supervisors and teams. We also offer specific off-site team building activities tailored to the specific needs of your organization.
