



messbacher
enabling for change

Dear Max,

Change Management and development of Leadership Culture are your topics in 2016. This is the result of our last year's customer survey: Thanks a lot to all participants.

All who work for changes in their organizations will find tools, information and actual trends about change management. The newsletter is also a chance to get to know us a little better. It will be distributed twice a year. In case this newsletter is not interesting to you please use the unsubscribe button in the end.

**Have fun and best regards,
Ralf Messbacher**



For your Practice:

Three helpful steps for your change communication >[Unfreeze – Move – Stabilize!](#)

Ensure participating of employees in change > [Commitment, Energy and Emotion](#)

For your personal development >[Change Management Training](#)

Future Trends:

How will your organization become more agile? >["Accelerate" – the new book of John P. Kotter](#)

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For your Practice:

Three Helpful Steps for your Change Communication:

We want to simplify the access to change processes, the orientation and communication within.

According to our experience in the last years making change processes more understandable for persons affected was one of the most challenging tasks for our customers.

To help executives translating their change strategies, to include employees and to reduce complexity. Therefore, we looked at the known 3-level model by Kurt Lewin and created anchors for each of the phases of the change process.

Depending on the current status of a change process, our clients can get tools for the three phases Unfreeze (begin), Move (change) or Refreeze (stabilize).

[Read more >>>](#)



For your Practice

Ensure Participating of Employees in Change:

You would like to set in motion the entire company, a department or several teams at the same time very quickly, design change, create communication and dialogue? You would like to bring together 30, 300 or 1,300 people for some hours or days and work in an outcome-oriented manner?

We are specialists in planning big group processes. We work with reliable methods like World Café, Open Space or Real Time Strategic Change and future-conferences.

Different opinions are to be brought together and understanding of different positions is to be supported. Key topics are to be brought out and first tendencies, moods and answers are to be collected.

Two especially suitable proceedings are the Open Space method and the World Café. We would like to point out the advantages briefly.

[Read more >>>](#)



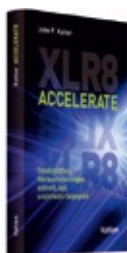
For your Practice:

Change Management Training: „Leading Change“:

To stay agile and intergenerationally include employees in phases of change will also stay a crucial advantage in the future. Capgemini Consulting confirmed that in the Change Management Study 2012: In Germany, Austria and Switzerland, 150 big and middle/medium enterprises were questioned about this. According to the study, the ever-shorter change cycles lead to an enhanced learning process referring to designing change processes as well as to an unbroken need for change competence. 50% of all change initiatives fail. In the future, managerial staff will take on the job of leading change processes in addition to their organizational tasks. This places special demands on executives and their internal as well as external process consultants. Our response to these demands of the future is the training of multipliers in systemic process consultancy. The training applies to managerial staff, project leaders, staff developers, organisation developers, Change Agents or representatives for change processes.

Goal: with this we would like to facilitate the realization of plans for change and offer you the opportunity to build a network outside your company, to reflect on recent projects and to specifically develop yourself.

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Future Trends:

How will your organization become more agile?

– The new book by John P. Kotter

The article “Accelerate!” by John P. Kotter in the Harvard Business Review was rewarded with the Mc Kinsey Award 2012 as most praxis-oriented and most ground-breaking work in the area of business and management.

We recommend his latest book “Accelerate“.

[John P. Kotter on acceleration and change >>>](#)

Kotter analyses the problem of conventionally used change initiatives: the hierarchies and management processes are resistant to change: managers reluctantly run the risk, people cling to habits and fear the loss of influence and status. They always fall back to what they already know. A quick transformation is not possible. This is effective when it goes from A to B (without resistance). Project-like Change Management completes the system. Many change projects often lead to confusion, exhaustion and high costs. Traditional hierarchies and management processes are good for the management of the daily requests, for the control of a company as well as for the identification of future dangers and

opportunities. But how about the formation of quick compelling creative initiatives? About quick realization? Kotters solution is the completion of established structures as a second operating system with agile and network-like structures to develop and realize new strategies.

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Future Trends:

German Study: Leading Flexible Work

The study by the Fraunhofer Institute for work organisation and work management (Fraunhofer-Institut für Arbeitsorganisation und Arbeitswirtschaft IAO) in Stuttgart and the Bertelsmann Stiftung Gütersloh disprove the hypothesis that the middle management blocks the flexibilisation of work "like a paralysing layer" because it fears for example a loss of control. In fact, the majority of the 2,384 executives questioned are convinced that temporally or spatially flexible forms of work are an important success factor in the competition for good employees.

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Tool:

Change-Tool: The Organizational Compass

The organizational compass is a dynamic model that can be applied for single persons as well as teams and organizations: the introductory question is always about the "why". So the centre is the starting point. It goes on via North, East, South and West. There is the question about the "how".

All 6 aspects (centre, quadrants and diagonals) contribute to create a change-friendly organization with spirit and the love of life. The North-South axis emphasises the human factor, the West-East axis emphasises the factor of things. The historical roots of the organization compass lie in the Native American wheel of medicine. It forms the basis of the integral view of the human and the environment, that change is the single constant thing and that mutual closeness and dependence is a vital principle. The Open Space progressive thinker Harrison Owen was the first to transfer a converted version of the wheel of medicine to organizations.

[Read more >>>](#)



We are at your service!

Success story: 8 years Coaching & Organizational Consulting. We continue growing together!

The team: Gudrun Kreisl, Ralf Messbacher, Andreas Hempel, Peter Neumann und Nora Beckschäfer: messbacher Coaching and Organizational Consulting stands for the design of high quality processes of change in organizations and teams. Coaching and training belong to the service portfolio as well. Experts from different disciplines and with many years of experience in industries work hand in hand for international customers:

No matter if arranging processes of change, strategy workshops, team development or individual training and coaching missions: first goal is the development of creative solutions with durable effect. Customers appreciate the entertaining and activating working method.