

Our techniques and methods

We always offer individual solutions. We rely on a vast range of classical well-tried methods such as moderation or coaching, but also on creative and innovative instruments like:

- survey feedback
- appreciative inquiry
- psychodrama
- playbacktheatre or
- action learning

Our field of application ranges from personal coaching up to large group interventions.

Our target groups

Our services apply to

- the private sector and
- the public sector as well as to
- universities, social institutions or trade unions



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mänz + rossmann
organisational development

consulting
training
process support

INFO

shaping talents!

Our mission

We are consultants in the field of personnel and organisation development. We focus on the individual, on cooperation and the interaction of social systems. That means: we support you to achieve your organisational aims and maximum productivity by creating a good culture of work together.

Our services range from consulting and training to change management.

Our philosophy

Our objective is to encourage self-initiative, thereby creating an environment for the successful transfer of plans into practice.

As process experts we assist your heads and employees in achieving organisational goals – because they are the real specialists.



Therefore our motto is

- ▀ *shaping talents!*

We focus on your executives, staff or project teams and their capacities to discern and realise solutions they develop independently.

Our services are specifically tailored to your organisational needs.

Range of services

Organisational culture: its more than a question of image

Every employee contributes to organisational culture and perhaps you want to improve the culture of cooperation in your organisation? For example:

- ▀ promoting cooperative behavior at workplaces
- ▀ realising gender equality
- ▀ introducing corporate health management

We analyse the underlying situation, develop solutions and follow through their implementation.

Leadership: the key to success

How can executives bring together the individual potential and ambitions of their employees within the goals of their organisation? We deliver the necessary leadership skills to achieve individual and social competence. For example, we accomplish this in the development of your actual and future executives, managers and leaders through

- ▀ coaching or
- ▀ mentoring programmes

Our measures help executives to accomplish their functions realistically and efficiently.

Change Management: integrate the change

We train you how to analyse the micro-political situation, how to develop a strategy and how to create motivation whilst being focused on pursuing a goal. We support all participants involved in the process, whether they are responsible for, or the subject of change. For instance, by participatory methods, such as:

- ▀ open space technology,
- ▀ future search conferences or
- ▀ enterprise theatre

Our consulting and process follow-ups not only lead to acceptance of change, but also put it into practice and install it systematically within day-to-day work.

Project management: Win in the team

In order to get maximum output when using this instrument we support you in the planning, organisation, realisation and control of projects. We support this process with counseling and knowledge transfer. We support you...

- ▀ in stakeholder analysis and in planning of successful strategies
- ▀ in forming or developing a productive team
- ▀ in overcoming a project crisis.

"The reason, why we do not try things, is not that they are difficult, things become difficult, when we do not try them."

Michael Lukas Moeller

Principles

Your goals are our guidelines. Our principles guarantee transparency and results through:

- ▀ in-depth analysis at the start
- ▀ trustful cooperation with all participants
- ▀ tailored solutions
- ▀ tried and tested methods
- ▀ creative workshops in a pleasant atmosphere
- ▀ efficient transfer into everyday practice
- ▀ continuous follow-up
- ▀ evaluation of the results

The goal of these proceedings is to ensure our mutual success!