

Welcome to

**synetz** 

change consulting  
systemic & complementary

synetz - change consulting GmbH, Andreas-Nockher-Str. 27, D-53844 Troisdorf  
Tel. +49 (0)228 452504, E-Mail: [info@synetz-cc.de](mailto:info@synetz-cc.de), Internet: [www.synetz-cc.de](http://www.synetz-cc.de)

## Why read this?

Organisations often find themselves having to restructure, reorganise or introduce new systems and processes.

This should be able to be done quickly, easily, economically, effectively and without interfering with the ongoing running of the business.

We ensure that the changes are accepted and that organisations can cope well with these changes.

**For many of our clients we are *the* advisor and partner when it comes to finding new direction and innovative solutions. Our core business is the creation of change.**



**Hans Oberpriller**

Director, Consultant, Coach

My advisory competencies come from many years of experience in management, paired with several years of training in systemic organisational development and coaching.



**Andreas Bauer**

Director and Consultant

My background is a holistic and integrated education in consulting at St. Gallen University in Switzerland. I also have several years experience in consultancy, as well as the creation and implementation of projects and change processes within the fields of education and financial services.

## Contents

**1. Our core competency**

**2. Where we come in**

**3. What we deliver**

**4. Innovation through research**

**5. Our team of advisors**

**6. Ethos and Vision**

**7. Working with us**

**8. Client endorsements**

**9. ... List of clients**

## **1. Our core competency:** Change Consulting – systemic & complementary

If the organisation, divisions, teams or individuals want to change from „A to B“ we plan and create a successful route map for change together with you.

For us change consulting is the conscious creation of a set of changes spanning organisational strategy, structure and culture.

We work closely with experts, who are already within the organisation or if desired we bring in relevant advisors.

Your colleagues are engaged as „experts“.

We place a lot of emphasis on practical relevance, individuality and quality.

## 2. Where we come in

With general changes our expertise lies in the organisation of large group events e.g. Future Search Conferences.

When it comes to **organisational or divisional** changes we develop a sustainable process architecture. This means we plan and create spaces and processes in which the desired changes (from A to B) can take place.

On a **team** level we conduct team development sessions. Our focus is remote teams, developing teams through diversity management and the systemic development of ‚classic‘ teams.

For **one-to-one** our specialism is personalised systemic coaching and the creation steps and measures for the development of an individual's leadership strengths.

## 3. What we deliver

### 3.1 Change Consulting

#### - Simple, positive changes

- Is your organisation, division or team facing changes?
- Are you part of the change process e.g. as part of a restructure, merger or a cultural or strategic change in direction?
- Do you need help with embedding change?

#### What we deliver

Our core business is the successful anchoring of changes within organisations.

We use staff as the experts and use existing norms, values, ways of working and relationships in the creation of those changes.

We work closely with experts as we see the integration of hard and soft factors as key to successful change.

#### How it helps you

Our approach ensures a high level of acceptance and participation from staff, as well as changes, which endure.

Through our practical and commercial experience and our scientific approach we guarantee a first class solution that works.

## 3.2 Systemic Coaching

### - The power of clarity

- Have you taken on a new position of responsibility where expectations are high, and want to feel in control and be successful as quickly as possible?
- Have you lost perspective, feel empty or burnt out?
- Do critical situations and conflicts keep arising within your area of responsibility?
- Are you asking yourself about what's happening with your personal development?

#### What we deliver

- During conversations in a safe and trusted environment we reflect on your behaviours.
- Coaching of leaders and high potentials.
- A qualified systemic coach with broad practical experience as a coach and manager.
- A relationship of trust as the foundation for our work together.

#### How it helps you

You'll be able to unburden yourself and develop new ways of looking at and dealing with things. You'll come up with new possible solutions and feel better equipped to handle your responsibilities and challenges yourself. You will become more accepted and develop your leadership competencies. Through all this you will get a new energy and sense of satisfaction.

### 3.3 Leadership Excellence

#### - Thinking about leadership in a new way

- Are your managers operating within an increasingly complex and global environment?
- Is the challenge dealing with a wide range of people, products and markets?
- Are you looking for support with the development of your managers?

#### What we deliver

- Leadership & Entrepreneurs  
Your managers see and develop their team members as entrepreneurs within the organisation.
- Diversity Leadership  
Managers value the diversity within their teams and exploit the arising potential for success.
- Remote Leadership  
Managers develop their competencies for leading virtual teams.

#### How it helps you

- Managers who see themselves as entrepreneurs create a climate in which everyone develops an entrepreneurial spirit.
- The potential that comes out of the diversity within teams becomes useful to the organisation.
- Virtual teams develop their identity, feel part of the organisation and perform successfully.

## 3.4 Remote Management

### - Leadership and development of virtual teams

- Do you regularly work with or in teams whose members work at different sites?
- Does the supposed efficiency of working virtually in fact become an efficiency killer and source of annoyance?
- Is there a need for improvement?

#### What we deliver

- Development of your managers
- Development of remote teams through our 6-step process
- The implementation of remote teams
- Workshops and training for **PE`- und OE`ler**

#### How it helps you

We achieve positive sustainable change in how the remote teams work.

All the advantages of working together on a 'virtual' basis remain and poor internal communication/coordination or problematic frameworks don't cancel them out.

## 3.5 Entrepreneurs

### - Being enterprising within the enterprise

- Are you looking for a way of unleashing the full potential of your employees?
- Do you want a more enterprising and dynamic spirit within the organisation?
- Should everyone be thinking of ways to be innovative?

#### What we deliver

- An “entrepreneur day” within your organisation
- A diagnosis of how entrepreneurial your organisation and its staff are.
- Leadership Development - anchoring an entrepreneurial spirit as part of the business leaders/managers’ development.
- Breakthrough and growth – an enterprising project for sales teams.
- The entrepreneur programme – 6 steps to an entrepreneurial culture.

#### How it helps you

- An “entrepreneur day” within your organisation
- A diagnosis of how entrepreneurial your organisation and its staff are.
- Leadership Development - anchoring an entrepreneurial spirit as part of the business leaders/managers’ development.
- Breakthrough and growth – an enterprising project for sales teams.
- The entrepreneur programme – 6 steps to an entrepreneurial culture.

### 3.6 Culture specific information management

#### - Finding new solutions to deal with the flow (and flood!) of information

- Do you get a deluge of information every day and yet still never seem to have all the information you need?
- Is IT constantly a 'work in progress' without noticeable improvements in information management?
- Are staff dissatisfied with and de-motivated by current information management?

#### What we do

- Current situation analysis  
You will receive an overview of your current information management status
- Workshop for analysis  
After 3 days spent in your organisation you will receive a detailed report with the first steps for improvement
- Consultancy projects  
We will define your goals for changes within your information management together with you. We will plan and create the process.

#### How it helps you

Information management is aligned culture-specifically so that resources, work time and information become most useful.  
The organisation's processes are accelerated. Staff members work more efficiently and with greater satisfaction. They save valuable time reviewing/preparing information, which they can better use elsewhere.

## 4. Innovation through research

We are able to provide valuable and practically relevant solutions, which are founded on our research, our interest in future-based topics and our orientation to the practical.

### **Current research project: Culture-specific information management**

More and more organisations are suffering from a deluge of information. This current situation requires new solutions. The secret to good information management doesn't lie solely with IT. The new central success factor is to be found within the business' culture.

More information about this can be found on [www.synetz-kim.de](http://www.synetz-kim.de) [nb. Site currently only in German.]

### **Projects due for completion soon:**

1. The development and management of remote teams
2. Entrepreneur – “Is the employee of the future an entrepreneur?”

More detailed information about our research as well as interesting consultancy services can be found [www.synetz-cc.de](http://www.synetz-cc.de)

## 5. Our team of advisors



Emma Chamberlain  
Marketing Advisor



Uta Friege  
Management Advisor



Heike Hüttner  
Sales & Coaching



Sabine Jürgens-Krenzin  
Communications  
processes



Dr Marion Keil  
International Change



Anke Loose  
Change consulting



Dr Rupert Nagler  
IT/Information design



Stephan Orths  
Change processes



Kailash von Unruh  
Personal development

## 6. Ethos and Vision

### Vision

To provide specialist advice in change consulting in order to successfully achieve systemic change management in partnership with our clients.

### How?

By using our understanding and expertise and integrating hard factors into our consultancy.

### Mission

We make organisations and people ready for the future.

### Our promise to you

We will be excellent in our competencies and commercial with your resources.

### Values

Respect, appreciation, commitment, trust and sustainability.

### Principles

- We ask questions rather than answer them.
- We listen rather than present.
- We work together rather than against resistance.
- We personalise rather than generalise.

## **7. Working with us really is worthwhile!**

With our business experience we soon get to grips with your organisational context.

We create a trusting relationship through our authenticity and transparent attitude.

By establishing success factors we create measures for our performance.

Through our „Add on“ partner concept you can get advice with preferential conditions.

## 8. Client endorsements

*„Especially when it comes to innovative ideas and projects I quickly think of synetz....“*

(Karl Lenz; RWGA)

*“I have been working successfully with Mr Bauer from synetz – change consulting GmbH for years...”*

(Father Dr Jürgen Langer, CSSR)

*„Working with synetz was always very inspiring and professional...“*

(Peter van Eyk; Leiter HRD Vivento)

*„Team development – prodding wounds but never allowing serious injuries...“*

(Thorsten Cotta, Leiter Marketing)

*„The enjoyable experience and good results of this organisational project are in my view so much more remarkable...“*

(Udo Hirschhäuser; Geschäftsführer)

*„You are a good example of how coaching can really work...“*

(Michael Glahe, Vertriebsdirektor)

## 9. Some of our clients



A full overview of our satisfied customers can be found on [www.synetz-cc.de](http://www.synetz-cc.de).

## Company information

synetz - change consulting GmbH  
Andreas-Nockher-Str. 27  
D-53844 Troisdorf  
Tel. +49 (0)228 452504  
E-Mail: [info@synetz-cc.de](mailto:info@synetz-cc.de)  
Internet: [www.synetz-cc.de](http://www.synetz-cc.de)

Registergericht Siegburg

Registernummer HRB: 10967

Umsatzsteuer-Identifikationsnummer gemäß § 27a  
Umsatzsteuergesetz: 122264562