

## CHANGE MANAGEMENT

# SUPPORTING CHANGE IDENTIFYING OPPORTUNITIES SHAPING TRANSFORMATION

DNLA - makes change happen.

Change is not always easy, yet it is necessary and happens all the time - even if we don't want it to. Being ready for new things and accepting and positively accompanying change - the soft skills which are necessary for this can be developed specifically and in a targeted way - with DNLA.

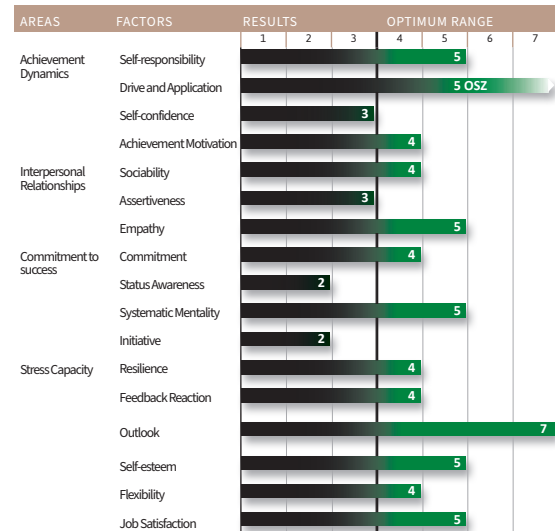


# SHAPING CHANGE PROCESSES



## Objectives, benefits and method:

- Competence analysis (social competence, management and leadership skills, agility) and competence development: Which competences are expected and needed, which ones are already available and which still need to be developed?
- Analysis results as a basis for feedback and development sessions. Individual, precisely fitting promotion and suggestions for development.
- On request: Implementation consulting: Support for companies and managers, e.g. by setting up internal development coaches, through process management, monitoring, coordination meetings, through suitable media and programmes, and much more.



## Results and services:

- Online survey, soft skills-assessments (various modules available in over 20 languages).
- Data evaluation: Benchmarking with the future requirements and target profiles.
- Various report formats (individual evaluations, strengths certificates, promotion and development plans, overall evaluations and overviews).

	Gender	Diversity	Self-responsibility	Drive and application	Self-confidence	Achievement Motivation	Sociability	Assertiveness	Empathy	Status Awareness	Systematic Mentality	Initiative	Resilience	Feedback Reaction	Outlook	Self-esteem	Flexibility	Job Satisfaction
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7

- Gap analysis.
- Determination of action plans.
- Structured development process and targeted development of potential.
- Follow - Up: Measurement of the change in potential and of performance improvements.

## Sample projects and clients:

- Cultural change at a trading company.
- Post-merger integration after a merger in the pharmaceutical industry.
- Making managers in the public sector fit for the challenges of the future.
- Accompanying change processes in regional banks and savings banks.



Catalysts



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