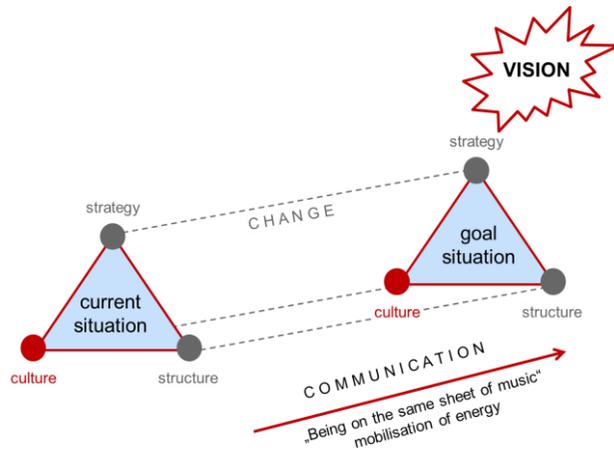


Consultancy services – “the 4 steps program”



Essential concerns in organisations

Which surroundings or working atmosphere are necessary to motivate our employees to be initiative, to think entrepreneurial and to take responsibility? What can we do in this matter?

Our workflows and our business structure have changed. How can we support the acceptance of the new structures and the rethinking of all people (employees, managers, clients, suppliers, partners) who are concerned with them.

How can we develop a new vision and strategy in order to reach the commitment of our work force?

We don't have a common understanding of leadership. How can we develop and work out a common attitude as well as common values concerning leadership in a first step and how can we integrate these values in our daily leadership work in a second step?

When is it necessary to choose the bottom up or the top down approach within a change process?

How can we mobilize the energy of most of the employees to be on board and to be on the same sheet of music?

Our support in four steps

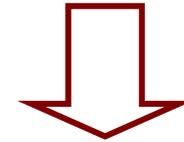
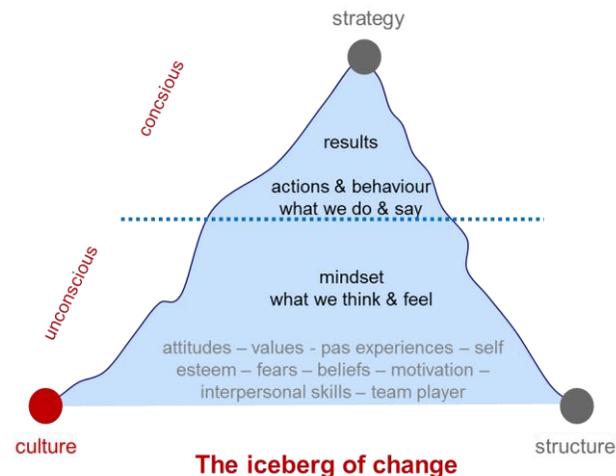
Based on the complementary approach: specialist consultancy and systemic process moderation in one hand within change processes

Step 1: System diagnosis

- ➔ Before starting a development or change process we do a system diagnosis to prepare and to plan individual and tailor-made interventions in an ideal way.
- ➔ Which changes can be quick wins, which changes need time for development?

Step 2: Systemic process moderation

- ➔ Evaluation of the starting situation
- ➔ Solutions for problems or changes are developed and found by the people who are involved in it
- ➔ Removal of barriers and blockades, reflection and transparency of latent conflicts and dynamics in a company
- ➔ **Advantage:** higher acceptance and commitment of the internal developed solutions and thus higher chances for the realization of change measures, the feeling of self worth and self confidence is also increased



*in the case of
lack of knowledge and experience,
high time pressure or excessive demand*

.....we continue with step 3 and step 4

Step 3: Active specialist consultancy

- ➔ Theoretical input and transfer of knowledge
- ➔ Offering expertise of specialist and consultants
- ➔ Showing of action alternatives and solutions
- ➔ Working out of basic concepts for decision
- ➔ **Advantage:** avoiding of barriers and blockades caused by frustration, desperation and excessive demands

Step 4: Minimizing of the specialist consultancy

- ➔ Change of specialist consultancy and process moderation with the goal to minimize step by step the specialist consultancy
- ➔ As soon as the people and the organization have the security, knowledge and trust to develop and find solutions and necessary fields of changes by themselves.

Dr. Elisabeth Proksch
senior consultant



powerful – dynamic - creative – authentic

- ➔ creative solution finding and support
- ➔ attentive clarity
- ➔ systemic and well structured thinking
- ➔ "brain friendly" methods of work
- ➔ humorous working atmosphere
- ➔ emphatic team spirit
- ➔ technical understanding

fields of expertise:

- ➔ development of strategies and visions
- ➔ leadership and communication
- ➔ change of business culture
- ➔ process and work flow management
- ➔ marketing specialist

Dr. Elisabeth Proksch cooperates with experts, consultants and trainers of the prokschconsult network, thus also big change projects can be realized.

In Portugal Dr. Proksch cooperates with the Atec company, www.atec.pt.

Cavallissimo is a special program to develop communication and leadership skills. It is the brand of prokschconsult. Within this program horses are used to reflect and mirror the strengths and potentials of leading and communication behaviors of the participants.

The 4 steps program

➔ change projects

➔ consultancy

➔ development

company data

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