



## HEADLINE

Diligently and vigilantly identifying the need for action in companies to meet future challenges. Controlling change and developing human resources. Having the courage to effect change and development.

*“If I had asked people what they wanted, they would have said faster horses.”*

*Henry Ford*

*(American industrialist, founder of the Ford Motor Company)*



INTRODUCTION

*“Saddle up to meet  
tomorrow’s challenges!”*



## **VISION**

Developing a vision: Where do we wish to position ourselves in the long-term in order to remain competitive, increase our market share, or be an attractive employer?

*“We can never discover new continents until we have the courage to lose sight of all coasts.”*

André Gide  
(French writer, Nobel Prize winner)

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## **DEVELOPING A VISION**

One of the questions many of our customers ask is:

How can we develop a new vision and a new strategy that will be accepted and implemented by all the members of the team? What measures can we take to ensure that the energy and enthusiasm of all those involved are directed towards achieving our vision?

Will we have to make a change of course?





## **MISSION STATEMENT**

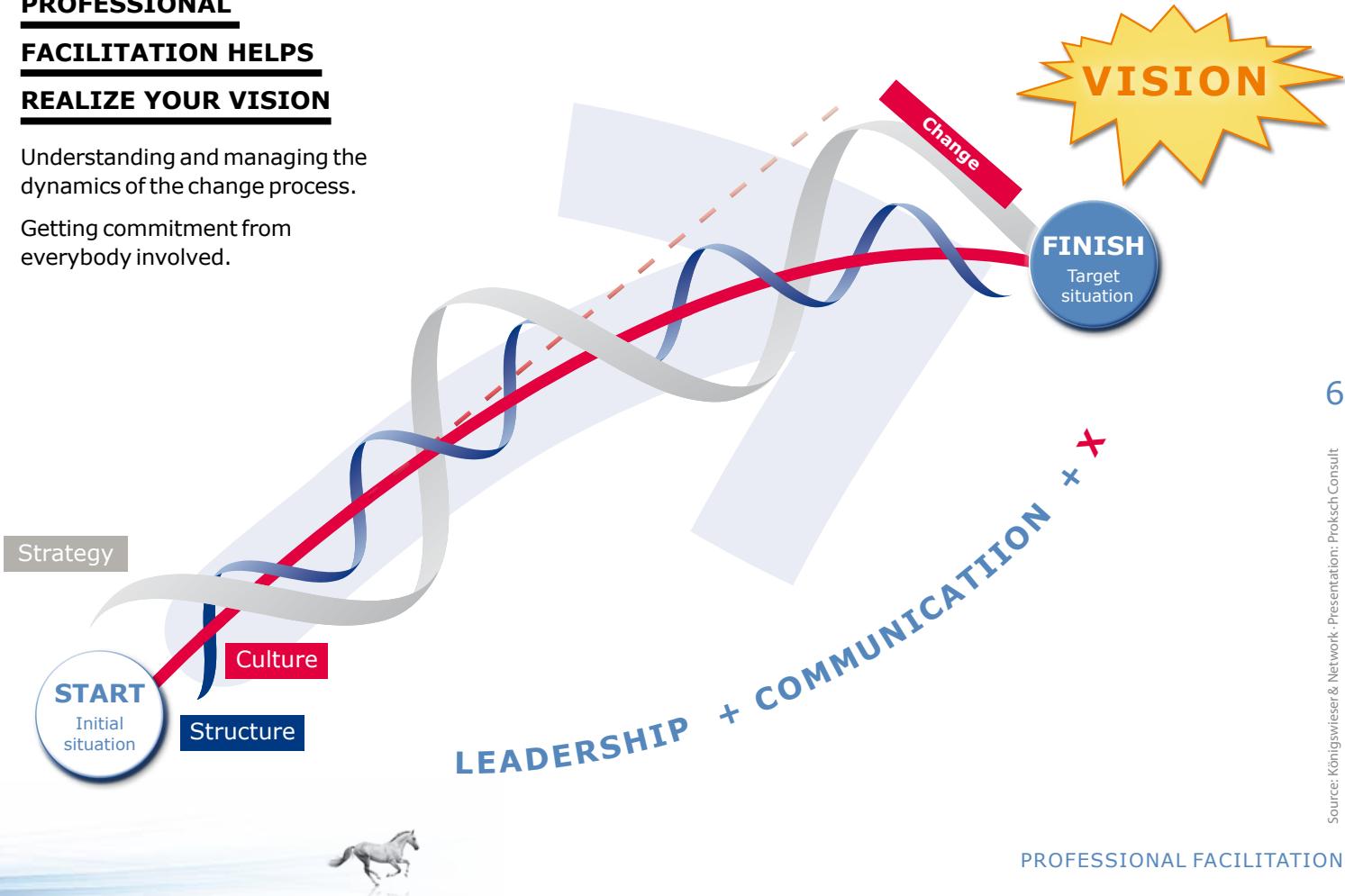
A mission statement is tantamount to the desired culture within a company. Which values do we wish to aspire to? What kind of behaviour will be conducive to the realization of our vision? And how does the company wish to be perceived by its customers – and by society as a whole?

A mission statement always stands for your intentions: it offers orientation and a goal, but rarely describes your actual reality. You can establish credibility by continually striving to take such a mission statement really seriously, implementing it in your daily work life.

**PROFESSIONAL**  
**FACILITATION HELPS**  
**REALIZE YOUR VISION**

Understanding and managing the dynamics of the change process.

Getting commitment from everybody involved.



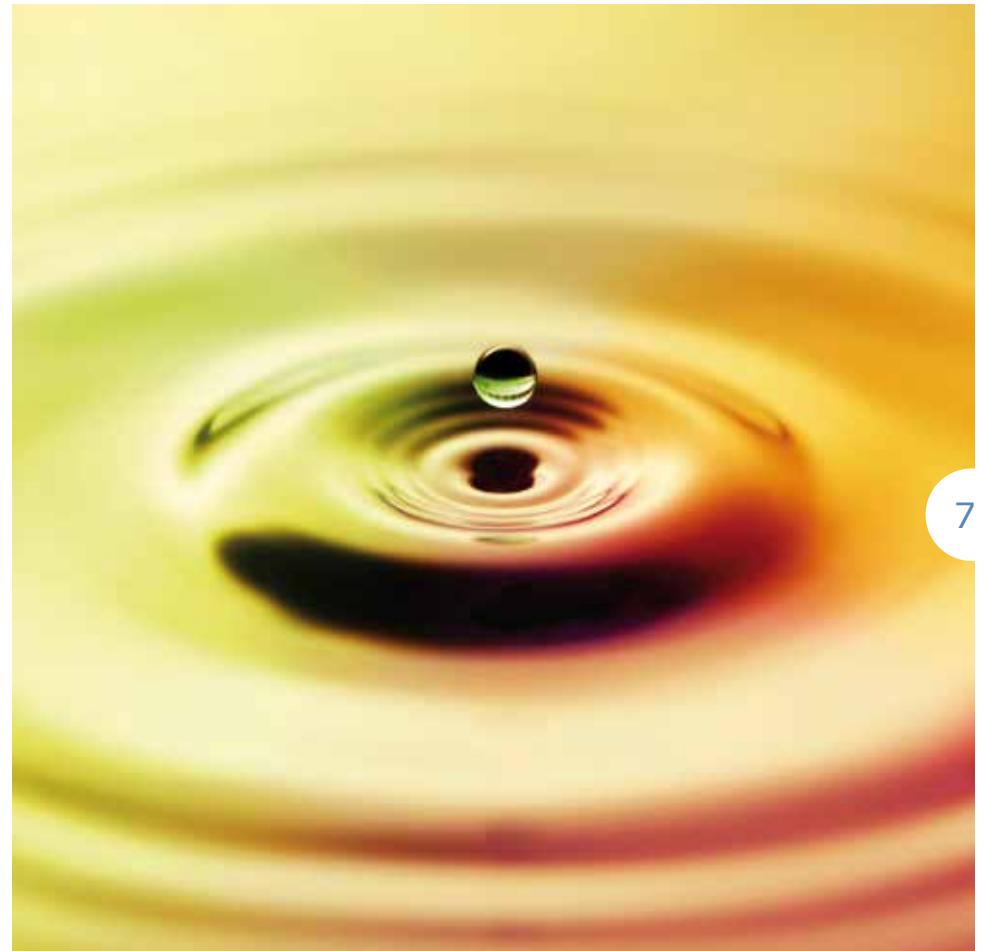
## **PROFESSIONAL** **FACILITATION**

The culture, strategy and structure of an organization are closely interdependent. Any change in one area also has an impact on the other two (interdependence).

Even small changes create ever widening circles – just like a drop falling into water...

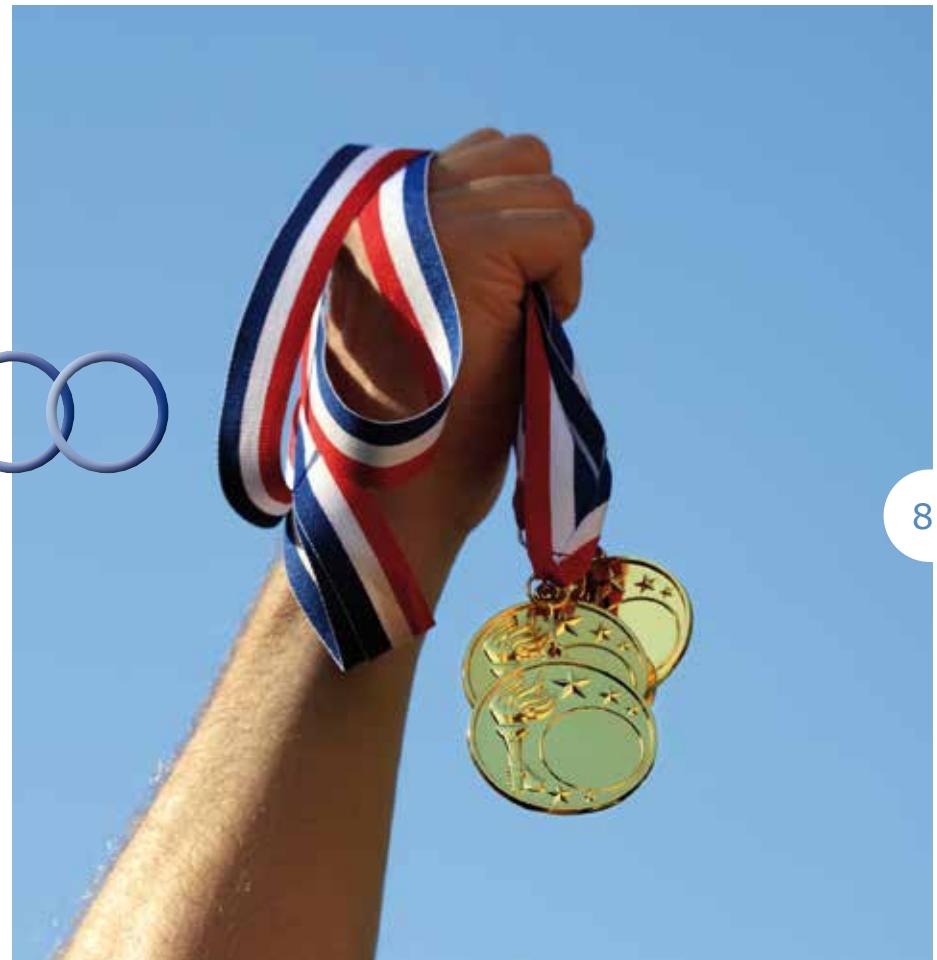
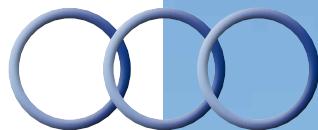
They set things in motion in a company or system – even in areas where we would least expect it...

Besides focusing on the established priorities – such as the reorientation of structures or operating procedures – professional management of the change process means that all three factors can be continually monitored in order to sustainably implement the necessary changes and instill life into them.



## **STRATEGY**

A strategy is similar to the training plan of a top athlete striving to gain an Olympic medal – a vision. It takes into account the short, medium and long-term adjustments, delays and obstacles encountered along the way to achieving one's objectives.





## **STRATEGY AND MANAGEMENT**

The courage to take strategic decisions is a leadership quality. Being able to admit mistakes and reverse wrong decisions is a sign of strength.

On the one hand, the ability to make decisions involves a willingness to take risks and accept responsibility for them, and on the other it also requires the self-confidence that will enable you to reverse or modify your decisions if necessary – and perhaps even take new decisions.



## **STRATEGIES AND BUSINESS MODELS**

A symbiotic relationship exists between a company's strategy and the underlying business model. They complement one another in order to bring the vision to life.



***“It is an illusion to think there is such  
a thing as a perfect model.”***

***“There are no perfect systems...”***

One question comes up time and time again: does our business model match our (new) vision and the general conditions that will help shape our success?



## **SYSTEMIC CONSTELLATION WORK FOR ORGANIZATIONS**

Organization mapping: The dynamic processes, relationships and dependencies in any system such as an organization or department can be represented by means of organization mapping. This work is carried out using figures or human players. The strength of this method lies in its ability to reveal unknown and subconscious elements clearly and transparently. The findings obtained are then incorporated into the process of change management.





*“Structures create clearly defined spaces for flexible actions.”*

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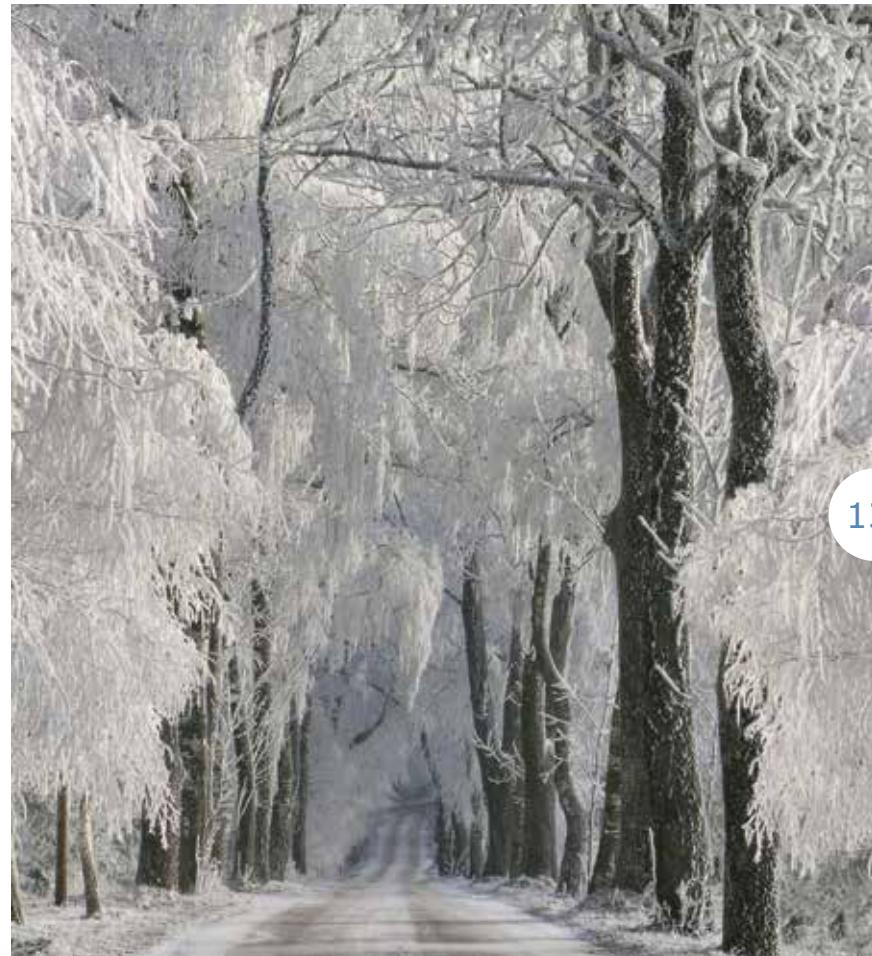




## **STRUCTURE**

Structure comes from the Latin word "structura", which also means a building or mode of building or construction – and also figuratively speaking an arrangement or order.

Judging by our experience, a company's organizational structure and operating procedures should be subjected to regular scrutiny – even without a specific reason – to ensure that they are suitable for the efficient achievement of your vision. Often it is minor, but effective, changes that imbue a structure with vitality and efficiency.



*“Our operations and hierarchy are no longer in line with our size, as we are growing fast.*

*Which measures should we take in order to remain effective?”*





## **CORPORATE CULTURE:** **DEFINITION**

Corporate culture is the sum of the habits and modes of behaviour that differentiate a company from its competitors ... Changing habits often requires a certain amount of persistence.

How is a company's corporate culture expressed in everyday life?

How do both insiders and outsiders perceive corporate culture, and what practical implications does this have for them?

Related topics:  
Meeting culture, leadership culture,  
conflict culture, customer orientation,  
silo mentality, etc.



*“Corporate culture is not  
immutable, but in a constant  
state of flux, albeit slowly...”*

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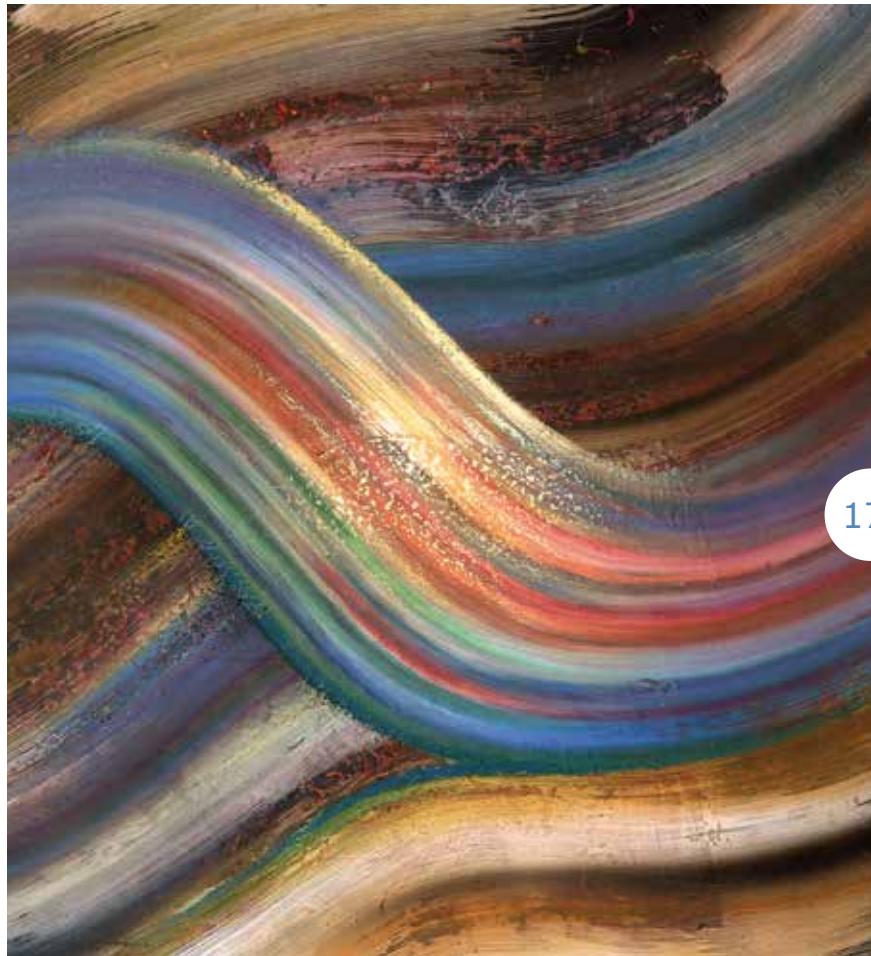
The development process is facilitated  
by a natural curiosity to look beyond the  
obvious!



## **CORPORATE CULTURE: CHANGE**

The important question in a process of cultural change is:

How do your employees, customers, business partners and stakeholders notice that your corporate culture has changed? And what changes do you wish to effect in the first place?



## **CORPORATE CULTURE: COMPETITIVE FACTOR**

In times of market saturation and limited opportunities for growth, corporate culture becomes the competitive advantage of the future.

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**Our Iceberg is Melting**  
*Changing and Succeeding Under Any Conditions*

Authors: John Kotter / Holger Rathgeber, St. Martin's Press





## **DEVELOPMENT OF** **EMOTIONAL INTELLIGENCE**

Effective guidance and attentive communication are the marks of great concentration, clear expression and honest acceptance necessary in order to be successful in horse riding. You can learn at the highest level how to use these abilities to permanently improve your management style.

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**However, you don't have to learn to ride to develop these leadership qualities!**



**ABOUT US**

## CAVALLISSIMO

What can we learn from horses? What conclusions can be drawn about my leadership qualities and my dealings with people? How can my entire team – and even my company – benefit from working with horses?

Cavallissimo makes it possible to have previously unimaginable experiences in team leadership. It questions many previously sacrosanct principles and utilizes all learning channels: auditory, kinaesthetic,\* visual and emotional.

The strength of this method lies in emotional involvement in real management situations with a living creature. It shows us directly, clearly, and instantaneously whether our leadership and team behaviour are successful.

Depending on participants' level of experience and ability, the tasks become increasingly challenging and complex. Participants are prepared step by step for more difficult leadership roles.

\* Kinaesthesia: The ability to subconsciously guide and control movements of the body.





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## EXCEPTIONAL METHODS

"Working with horses was an experience: direct contact with the animal, non-verbal communication, and experiencing just how much effect one's facial expressions and body posture have on one's vis-à-vis. The feedback of a horse is invaluable, because it is attributable solely to the behaviour of the person handling it. The horse couldn't care less about the seniority of the person leading it – HOW this is done is what matters. A challenge for any manager to assert himself without any marks of authority."

*Paul S.-T., manager and consultant*





## **CREATIVE WORK**

"Elisabeth Proksch led us competently and professionally through the programme. Her observations and analyses were very informative and insightful. I took away with me many new impressions and ideas for my company." *Evelyne S., company owner*



# Triple AAA for Managers

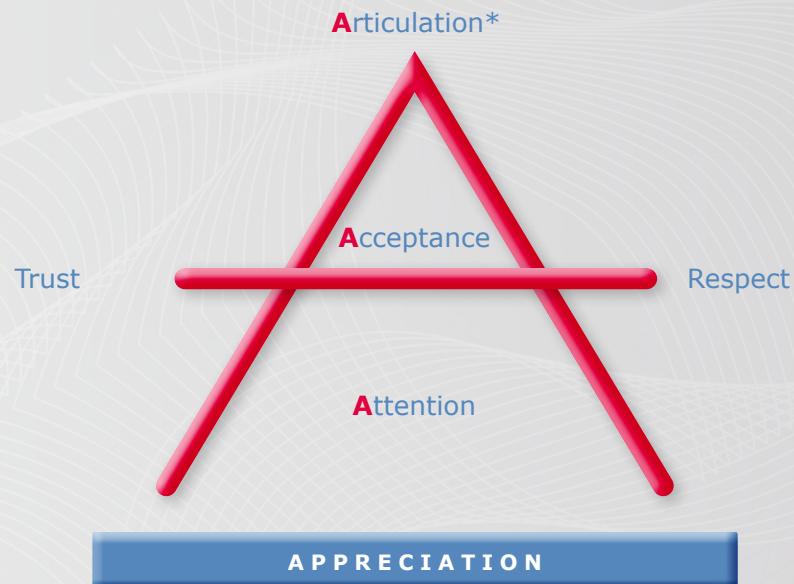
## **TRIPLE AAA**

A triple-A rating for executives and companies?

Clear articulation, honest acceptance and a high level of attention.

The triple AAA leadership model helps managers to establish a positive working environment and strong relationships. It serves as a catalyst for their enthusiasm for and commitment to their teams. It is sustained by appreciation and fairness towards their employees. Mutual trust and respect result in greater identification with the company and increased commitment to it.

However, if one or more of these "A"s is lacking, the system becomes unbalanced. Commitment and motivation are lost, and possible successes are no longer achieved.



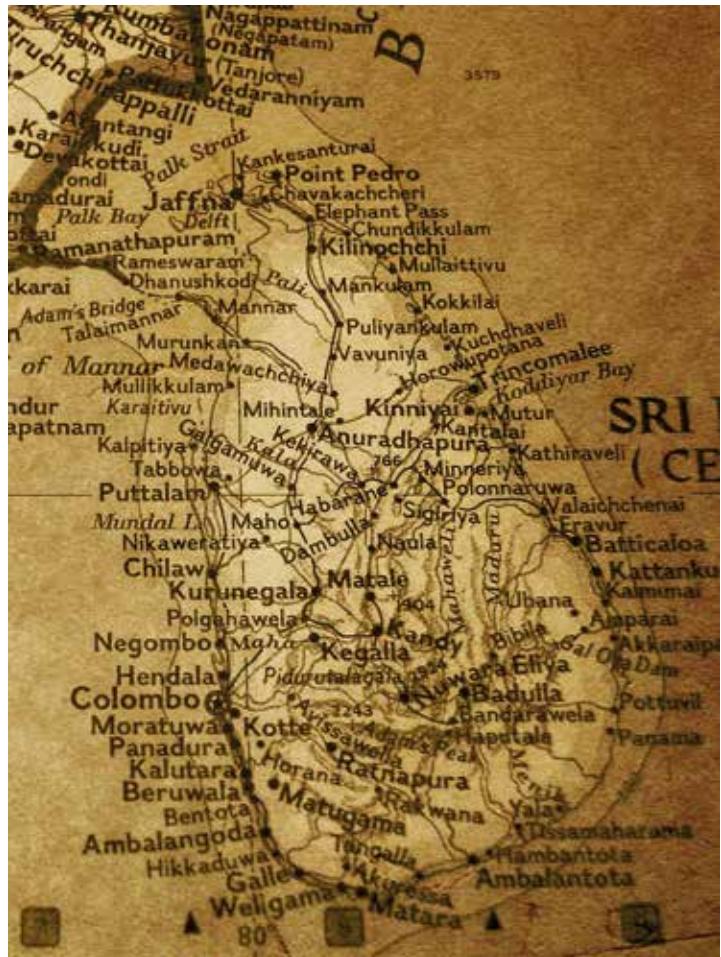
\* im Sinne von Klarheit



A photograph of a person's legs and feet as they walk across a series of wooden beams balanced on grass. In the background, another person is kneeling on the grass, and a hand reaches out from the right side of the frame towards the beams.

*Dream team or  
team dream?*





## SRI LANKA ADVENTURE TRIP

On the trail of hidden treasures, this adventure trip helps managers and teams to discover and develop new skills and approaches.



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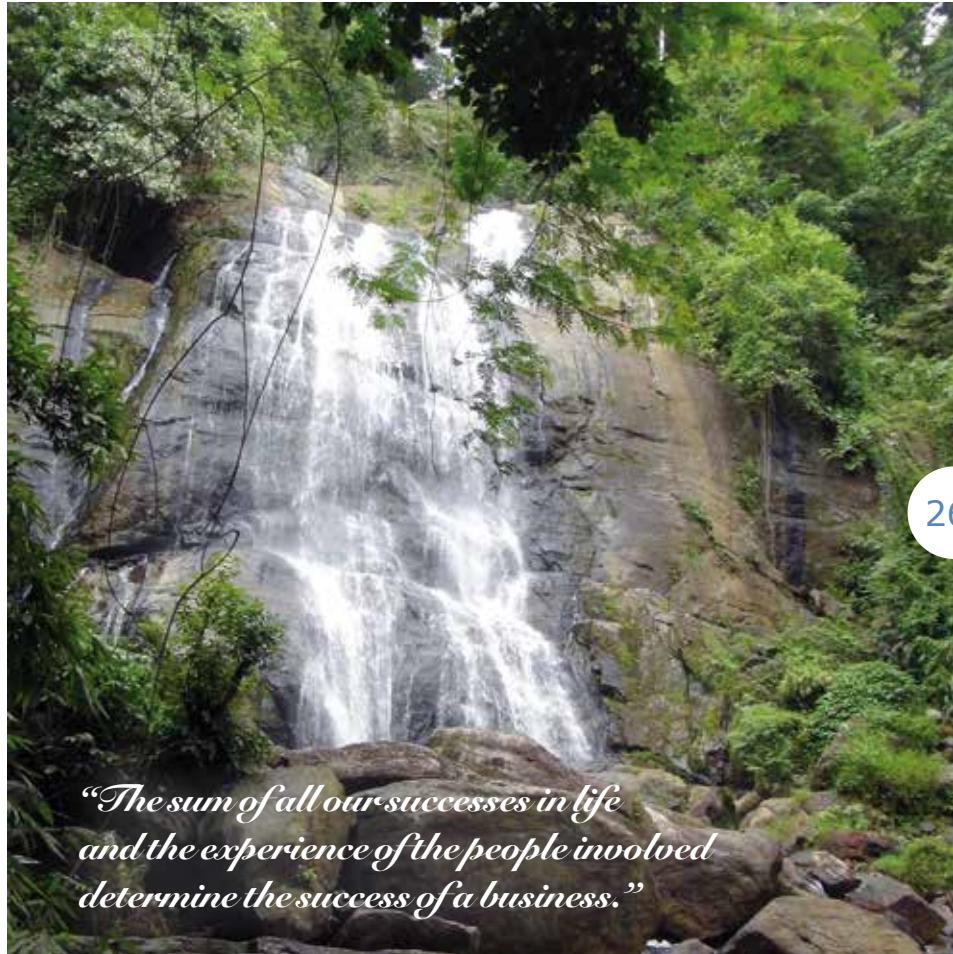
SPECIALS

## **SRI LANKA ADVENTURE TRIP**

### **New scope for action and patterns of thinking**

This adventure trip takes you to the secret places and hidden treasures of Sri Lanka. It stimulates an understanding of different cultures and ways of thinking. Through fun and games, it uses creative methods to open up new scope for action. A trip that will universally extend your horizons.

A retreat to renew your energy for your everyday (working) life back home.



*“The sum of all our successes in life  
and the experience of the people involved  
determine the success of a business.”*



**SPECIALS**

## **A RETREAT FOR REGENERATION**

In line with the motto: "Warning! Think only at a snail's pace!" we are able to achieve detachment, time and peace of mind to reflect upon, define and plan the steps necessary to realize our vision.





## **Our range of services**

- Diagnosis and analysis of action and development requirements within a company
- Management and supervision of the entire change process
- Individual custom workshops and workshop cycles, in- and outdoor settings, active dialogue and exchange, action-oriented methods
- Management and team development: individual coaching, supervision, counselling, development programme and management workshops for groups
- Large-scale group events
- Adventure and development trips





*“Our approach is characterized  
by attentive clarity and humour.”*

