

Workshop

# BUSINESS NAVIGATION

Determine your location, define lines of development and navigate into the future



0.5 day



Format: Classroom



Produkt Code: STB

✓ CEO & Directors

✓ Business Manager

✓ HR & People Development

✓ Transformation Expert

✓ OD Experts

## DESCRIPTION

Many leaders are familiar with this situation: something has to change - but what? Organizations are complex social systems that are connected to other complex systems. You cannot do justice to this complexity with simple or actionist solutions.

With this intense workshop, we offer you a new approach. With an integral model, you can look at the visible and non-visible parts of the organization simultaneously - exploring structures, behavior and competencies as well as values, thought patterns and culture. Together with you, we draw up a map of the organization and find out where the organization currently stands. But also which lines of development point to the future.

This results in concrete fields of action (new competencies, changed micro/macro structures, new narratives, modern leadership behavior, etc.) - but for all initiatives, your team also knows why they are important - and how they depend on each other. You can immediately start implementing individual initiatives without losing sight of the others - and the feedback between them.

It also makes clear which principles, skills and tools managers need in order to successfully master the path to the future.

## TAKE AWAYS

- Gain clarity on the new capabilities you need to build as an organization, team or individual
- Take an integral view of your organization and keep track of the complexity
- Identify necessary lines of development with concrete initiatives that can be implemented immediately
- Create clarity on principles, competencies and tools for your leaders to shape the future



# OVERVIEW

## Step 1 - Examine the environment

After getting to know each other, we begin to examine the factors influencing your team or organization. The megatrends (and PESTLE) help us to do this. We also look at what impact these influencing factors have on employees, customers, partners, the environment and society and what capabilities you need to build as an organization - "What do we need to be able to do in the future that we can't do today?"

## Step 2 - Determine your location

Now we introduce you to the integral map, transfer the capabilities from step 1 and identify the lines of

development that will take the company into the future. We simultaneously consider all 4 quadrants (internal, external, individual, collective) and provide you and your team with a complete picture.

## Step 3 - Start the journey

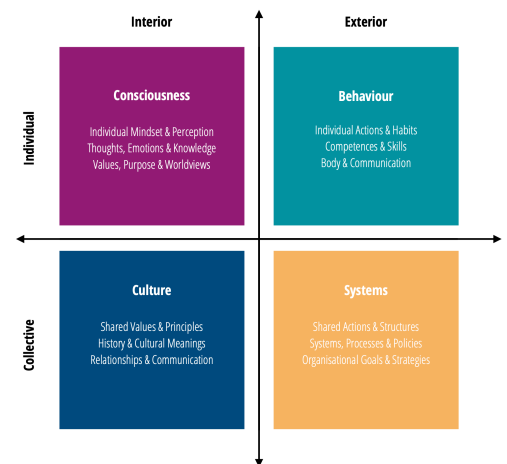
The final step is to define the first steps: Which measures can you implement directly (change structures, build competencies, develop narratives, etc.)? How do the measures depend on each other or interact with each other?

Incidentally, with these results we are also able to create a tailor-made training program for your leadership development.

# METHODS & PHILOSOPHY

Our organization development is integral and dialogical. This means that we do not diagnose and deliver ready-made solutions. We involve affected teams in this process and develop possible solutions iteratively, holistically and dialogically.

This requires a level playing field and the willingness to question the status quo. With triangility's experienced facilitators, you can achieve tailor-made results in a short space of time.



# ABOUT US

triangility is a vibrant community of Learning Designers and Leadership Experts from diverse disciplines who join their forces to pursue on one common goal: To empower positive transformation in people and organizations through the principles, competencies, and practices of New Leadership.

We believe that the world needs more than just great management. It needs human-centered innovation. Diversity and liberated workplaces. More dialogue than discussion. Digital and technological saviness. Responsibility beyond profits. Systems thinking and agility. Culture consciousness. The creativity of all.

# CONTACT



[www.linkedin.com/company/triangility](https://www.linkedin.com/company/triangility)



[welcome@triangility.com](mailto:welcome@triangility.com)



Website contact form

