



CREATE SUSTAINABLE SUCCESS

ACTION-ORIENTED ORGANIZATIONAL DEVELOPMENT

EDEN

EMPOWERMENT DEVELOPMENT EXPERIENCES NATURE

LEADERSHIP TEAM PERSÖNLICHKEIT



EDEN IS YOUR EXPERIENCED, PRACTICE-ORIENTED SPARRING PARTNER IN ORGANIZATIONAL DEVELOPMENT

The central success factor in a modern company is the culture and spirit with which teams travel together. As with a Mobileé, all parts start to move as soon as a single part is set in motion. This systemic attitude takes interactions and dynamics into account. This also means that the idea of a classic cause-effect controllability is abandoned. Every impulse and every concept

NATURAL AND HOLISTIC

Organizations are constantly under increasing pressure to be smarter and faster than their competitors.

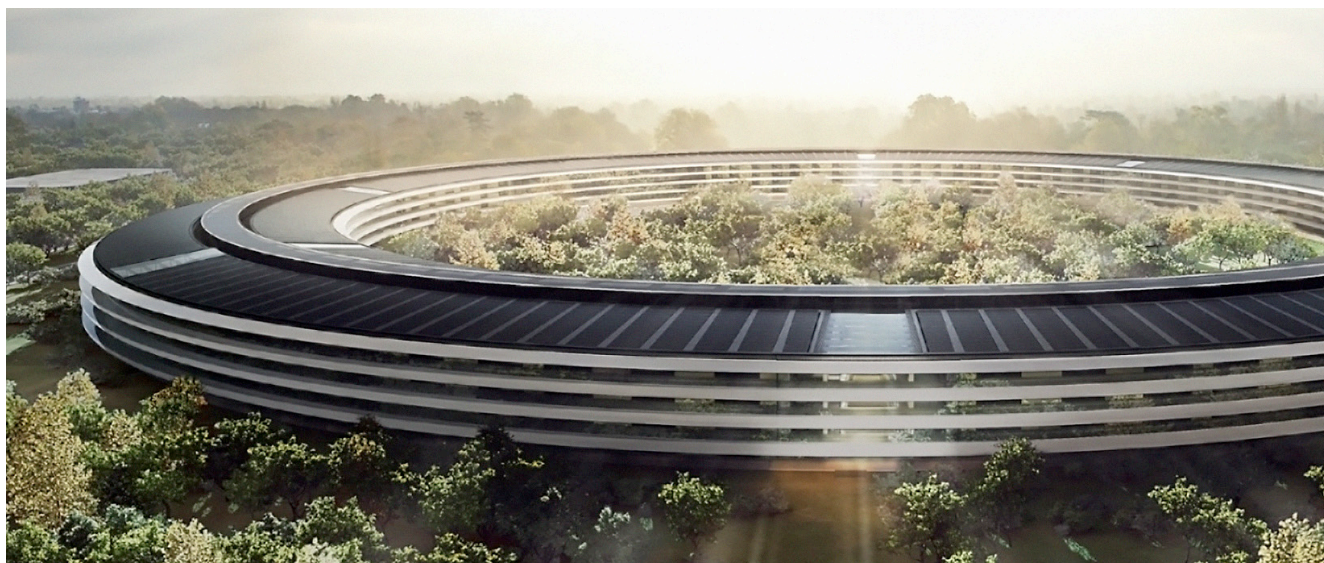
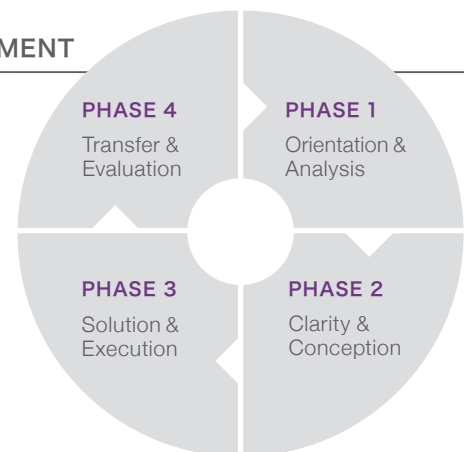
They have to act more efficiently, flexibly and learnably than others in order to maintain their position in global competition. Organizations are complex systems and their development must always be viewed holistically. Therefore, we work on both the „hard“ and „soft“ factors of organizational development. With many years of management experience and well-founded consulting methods, our trainers and coaches pursue a strongly implementation-oriented way of working. We work according to the systemic organizational development approach and involve all stakeholders in the design.

HOW WE UNDERSTAND ORGANIZATIONAL DEVELOPMENT

The greatest potential lies in the human resource in order to meet the increasing challenges. This makes HR work complex, but also versatile. The stronger

the entire personnel and organizational development is aligned with the corporate goals and is included in value creation processes, the greater the benefit: the success of development and efficiency.

Since organizational development is very individual, we work with a methodical phase model. As a holistic process guide, we promote your sustainable success. We gradually involve the actors involved in order to guarantee the desired target status of your organization:



CONSULTING ISSUES

<p>HOLISTIC ORGANISATIONAL DEVELOPMENT</p>	<ul style="list-style-type: none"> ▶ Mission statement development (vision, mission, guiding principles) as well as strategies for the realization of ▶ Systemic cultural development, including structure and strategy, ▶ Competence and knowledge management ▶ Education and performance management ▶ Strengthening your own corporate culture for more stability and sustainability ▶ Ensuring the innovative and future viability of the company
<p>STRATEGIC PERSONELL DEVELOPMENT</p>	<p>EDEN advice on personnel development can relate to the following areas:</p> <ul style="list-style-type: none"> ▶ Development of a holistic HR process map ▶ Customer orientation, innovative strength and strong growth ▶ Responsibility and team spirit ▶ Recruitment, development and retention of unemployed people and taxes ▶ Elaboration of management target group convention for the integration with the company strategy ▶ Application of the EDEN development offers from the following leadership, team and personality (see website)
<p>SUSTAINABLE CHANGE MANAGEMENT</p>	<p>The change agent multiplier concept for sustainable cultural development (from the inside out and from the outside in). From planning to fulfilling and evaluating satisfaction.</p> <ul style="list-style-type: none"> ▶ Analysis and Development of companies culture, structure and strategy ▶ With a stringent system, methods from science, research and teaching as well as practical instruments that eliminate the development potential of the organization. ▶ Professionalization and establishment of a permanent ability of the organization
<p>EFFECTIVE TALENT-MANAGEMENT</p>	<p>The goal of any talent management is that personal talents have practical and company-related skills. An impact name talent management functions four phases:</p> <ol style="list-style-type: none"> 1. Identification: concept phase, position analysis, nomination 2. Diagnosis: possible analysis, evaluation, matching with the perspective actions 3. Development: development plan, development development, evaluation 4. Contacts: career paths (hierarchy, project, subject), career management, commitment, multiplication
<p>VALUE BASED LEADERSHIP DEVELOPMENT</p>	<p>Leadership culture is a core issue within corporate culture. Leadership development combines corporate values and management guidelines with practical management actions in everyday life:</p> <ul style="list-style-type: none"> ▶ Diagnosis of the target and actual leadership culture as well as development of criteria for good leadership ▶ Development of the guiding principles and rollout of the guiding values in the overall organization ▶ Management feedback (e.g. 360 degree feedback) ▶ Training program for the implementation of the management guidelines and / or individual coaching. ▶ Installation of a value- or culture-conscious management
<p>EFFECTIVE JOB-FIT & HEALTH-MANAGEMENT</p>	<p>Healthy employees play an increasingly important role for future-oriented companies. A health-promoting corporate culture based on the „body-soul-spirit principle“ is therefore worthwhile. The core topics of personal fitness are: nutrition, relaxation, exercise, sleep, relationships and mental resilience.</p> <ul style="list-style-type: none"> ▶ Health coaching for physical and mental fitness ▶ Group courses for coping with stress ▶ Mindfulness training for stress and burnout prevention as individual or group training ▶ seminars on dealing with stress
<p>DETAILED DIAGNOSTIC</p>	<p>EDEN diagnostic tools are suitable for the systematic recording and development of powerful corporate cultures. Employee surveys, AC / DC leadership, team and culture analyzes:</p> <ul style="list-style-type: none"> ▶ on the cultural characteristics: willingness to change, motivation, value and employee orientation, result and target orientation, stability and movement ▶ with discernible discrepancies between the desire and the reality of the corporate identity ▶ in the context of change processes, mergers or mergers of business areas with new appointments to top management, successor processes, key positions
<p>CREATIVE CONFERENCES</p>	<p>Activating large group procedures for entire business areas, certain units or the entire group. We make your development topics tangible and tangible, and thus anchor the content sustainably.</p>

At www.eden-training.eu you will find inspiring Best-Practice-examples.



CUSTOMER STATEMENT

EDEN offers our HR department professional advice and embedding in our organizational and personnel development concepts. The questionnaires and e-learning tools activate managers in action-oriented personality and managerial developments. What I particularly love about the EDEN methodology is the high transfer content and the associated sustainability

MICHAEL LAMBECK | DEKABANK FRANKFURT | Employee- and Organisational development

