



**Agile change –
we will make you capable of acting in the future!**
...TAILOR-MADE!! ...SOLUTION-ORIENTED!!!



Interactive advice at eye level!
RESPECTFUL, SYSTEMATIC, REFLECTED

Agile organisations have a clear competitive advantage!

What makes Agile businesses so successful?

Agile management in daily practice – an overview

AGILITY IS A FIRM INNER STANCE

Agility is not a hype nor a fashion, but a simple consequence of the experiences of the last 30 years with the increasing unpredictability of our world and economic and political events.

With all the uncertainty, the complexity and the apparent arbitrariness on the phenomenal level, consequences in the economic-political sphere are unavoidable – both internally and externally.

Companies adapt their strategies to the changing challenges.

Corporate cultures describe additional demands for co-operation at eye level, a new kind of leadership, decision-making, client focus and a whole host of new demands for sustainable business. Everything will be faster, and everyone will be involved.

Everything is moving!

Digitization is transforming processes in much faster dynamics than ever imagined.

Some companies are well advanced in adapting to the "VUKA world" which has already taken place.

The majority is lagging behind and many are adopting a wait-and-see approach.



WITHOUT THE AGILE MINDSET – NO SUCCESSFUL DIGITAL TRANSFORMATION

We are also experiencing reservations of the key players towards the already substantially altered requirements in almost all areas.

In doing so, Agility closes the resulting gap from the previous economy to "digital transformation".

Without the basic understanding of Agility, digitization cannot be successfully implemented!

PRUDENT PRACTICE-ORIENTED IMPLEMENTATION

First of all, the Agile mindset must be explained, justified and understood. This requires successful examples. Not talking too much, but tackling things practically – this is Agile!

We help our consultants expand their integration of agile requirements and achieve timely and sustainable success with a calm approach!

Agile teams are simply faster and more powerful.

Agile work also corresponds more to the requirements of Generations X and Y and perspective Z.

AGILE MINDSET – DEFINITION

Agility describes, in one sentence, a mindset which makes it possible to recognise, analyse and act adequately and quickly to any market changes without any detours.

AGILE CRITERIA

The Agile mindset includes purely pragmatic short, transparent planning scenarios and their implementation into practical solutions (prototyping).

The aim is to react quickly and adequately to changing market constellations (inspect and adapt).

In this context, an Agile organisation is active (agile), intentionally scanning the market to quickly identify new developments, avoiding or identifying their mistakes in advance and eliminating them.

Priorities are subject to constant review and are adapted in real-time.

Agility requires the ability of each individual employee to

adapt to the market conditions, in order to be able to draw their own conclusions and to implement with an iterative approach.

Leadership exists downwards, upwards and laterally. You work in constant exchange with other areas and still focus on your own area of responsibility.

**"We master external complexity
through tight internal social
relations."**

ESTABLISH AGILITY IN ALL AREAS OF THE COMPANY!

- Interpreting visions and missions with agility
- Formulating objectives according to agile principles
- Focus on customer benefit and fast process handling (lead times)
- Iterative processes
- Employee-focused management behaviour (leadership as a moderation)
- Shared decisions at eye level
- Transparency of flat hierarchies
- Culture of trust
- Self-organisation and self-responsibility
- Personal responsibility
- Personal initiative
- Creating business value
- Consistent involvement of users
- Meaning-oriented responsibility
- Awareness of action motifs
- Transparency through visibility of work
- Open feedback and error management
- Creating mutual benefit
- Consistent exchange of knowledge
- Communication in real time
- Use of all reasonable social media tools
- Permanent reflection and inspection
- Understanding failure and learning as a connection
- Sensible changes instead of powerful tracking of plans
- Quality
- Concentrating on the essentials



IMPLEMENTING AGILE METHODS RIGOROUSLY IN PROJECTS

Projects are about more flexibility in preventing excessively rigid specifications.

Products and processes are supposed to provide new insights during processing. Agile methods and Agile processes are therefore always bound to an iterative procedure.

Rapid results and the adaptation of the changing framework conditions, which have been mentioned already, are at the core.

The Agile method "Scrum" has now been consequently integrated into the project management and is no longer just an IT method.

AGILE MANAGEMENT + AGILE LEADERSHIP

All of the above claims and characteristics of Agility must **also** be gradually metabolized by classical management if cultural change is to succeed.

For this, the Agile mindset has to be explained and understood. Agile methods pave the way for practical implementation. This will and should increase the responsibility of employees and teams.

A strongly modified corporate culture is the result.

Much will change for executives and employees!

You will get a whole new understanding of leadership and collaboration.

Agile executives and their employees think together in internal networks and teams – and on the same level.

They decide together.

The management moderates. The employees practice implementation responsibly and feel empowered.

Of course, everyone must settle into these new role responsibilities slowly and conscientiously. Here we design a practice-oriented training process on the job. The necessary new competencies and knowledge are conveyed "on the fly" - as are the new thinking and working methods.

FEATURES OF AGILE LEADERSHIP:

- Delegating responsibility
- Investing, imparting and living trust
- Creating work and routes to making decisions, which facilitate and promote Agile work
- Allowing for errors – record zero-error areas anyway!
- Understanding processes only as a means to an end – the focus is on the result
- Employees act self-reliably and in relation to their strengths
- Present leadership strengths

AGILITY AS A KEY COMPETITIVE FACTOR

Agile companies are economically much more successful. They are considered faster in processing customer orders and more efficient in process quality.

This gives Agile companies a clear competitive advantage over companies operating the old-fashioned way.

Agility is an indispensable factor for modern companies in order to not only survive under dynamic market conditions and in a digitized market context, but also to be successful in the long term.

In doing so, Agility is not a formal aspect in terms of leadership, process structures, and alternatives to action.

Agility, before anything else, is essentially a mindset – a powerful inner mindset!

"No longer just have to have to do things, but also be free to want to do things!"

AGILITY AS A MINDSET WITH A SUSPENSE

In our customer relations, we experience a predominantly formal, objective and pragmatic approach to the topic.

The motifs behind it are anything but pragmatic, but rather exciting to unsettling.

On the one hand, we find the aspiration of Agility and the demands of Generations Y and X. This is about teamwork on the same level. Joint decisions. Consideration of diversity and appreciation thereof.

On the other side of the relationship, we experience the seemingly arbitrary exercise of power in the worst forms of the so-called VUKA world.

Since the collapse of the political world blocks and the break-up of the Soviet Union, for example, scarcely a stone has been left unturned.

The world is becoming increasingly **volatile** (in constantly interchangeable movement) - **uncertain** - **complex** and of higher **ambiguity** (not calculable, arbitrary...).

We often experience 9/11, IS, Trump, North Korea, Dieselgate, Erdogan as senseless phenomena of an arbitrary exercise of power.

This way two energies, seemingly completely different on the surface, collide with each other with great tension.

But just because you do not understand something, does not mean it does not make sense.

It is however unmistakable that on the one side of the coin the subject "**power & arbitrariness**" is on the agenda, and on the other side of the coin, as always to be considered, is the exact opposite in the growing expression of "**team spirit & equal footing**".

These two dots determine our current relationship worldwide.

In order to understand the dots and to move between them successfully, you have to enter into this bow of suspense with open eyes.

This boarding requires, as a consequence, a deeper penetration of the subject of agility. The seemingly contradictory phenomena are then understandable and can be translated into economic consequences.

UNDERSTANDING THE CONTENT OF AGILITY AND CONVEYING IT WITH EXAMPLES

Due to waterfall-like digitization, this tension cannot only be used formally with pragmatic agility.

It must be understood in terms of content. As global and individual as possible. Therefore, the above-described claims of sense orientation, self-responsibility, reflection, self-initiative and motivational knowledge are not formal, but content-related Agile mindsets, which for example, extend responsibility to additional circles in the company and, finally, interpret the topic of sustainability individually and globally at an internal and external level.

Agility does not wish to or should not mean more – but also not less. It is then a very helpful initiative for everyone!

We therefore, support companies advised by us in expanding their market power and on the other hand in increasing networking of all process participants on the same level.

The resulting energy from common ground increases the motivation of all professionals of the company to achieve the required and worthwhile success.

We combine the satisfaction of the individuals involved in the process with the company vision and mission.

This understanding of the current stress curve of the energies acting in the market makes our customers and us so successful.

We have documented an Agile toolbox for practical implementation, which we integrate into the process of change during our consultation.

**"The things I like about myself –
I'll not pin those on anyone else!"**

EVOLUTION INSTEAD OF REVOLUTION AS A CONSULTING APPROACH

In the implementation of a change process to increase the agility and the position of power the company, we pursue a patient evolutionary approach.

We convey agility with examples of our clients' daily practice!

If you wish, we can have a reference call with one of our customers!

Agile principle of self-responsibility: "How you deal with yourself is how you deal unconsciously with others, and how they deal with you"

BOOK A NON-BINDING AND FREE CONSULTATION TO GET A FEEL FOR WHERE AND HOW WE POSITION YOUR KEY PLAYERS TO BUILD YOUR BUSINESS THROUGH THIS UNDERSTANDING OF AGILITY MORE EFFICIENTLY, MORE POWERFULLY AND MORE SUSTAINABLY.

Upon request, we carry out an Agility check.

At the same time, we create a catalogue on how to enhance your company in a more digital fashion.

We have professional IT partners who can advise and assist you in considering digitization both conceptually as well as in practical application.

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