

change is our business

flow
consulting



change management with flow change®



Contact us

www.flow.de/en/kontakt/

Phone +49 5141 740074

Change management

Do you want to give new momentum to changes in your organisation?

Do you need answers on how to deal with increasing complexity?

Should change management become living practice in your company?

There is no silver bullet, when it comes to change management.

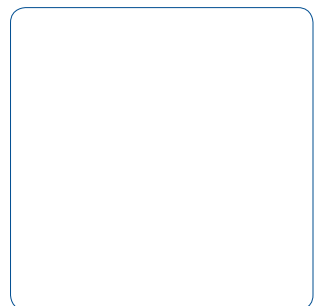
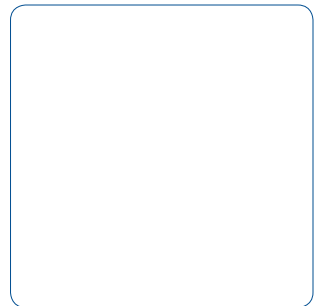
You can draw up a road map in complex situations, but this will change continually. You have to point out routes, improvise, be an exact observer and make new decisions step by step.

To this end, we have developed the iterative consulting concept.

With this approach, the old motto: „Analyze, then plan and then implement afterwards the things planned“ is replaced by the new motto: „Try something out, observe the effects and side-effects and react“.

Thus, the change process is steered step by step (“iteratively”).

Take advantage of our expertise and experience in consulting and accompanying complex change projects.

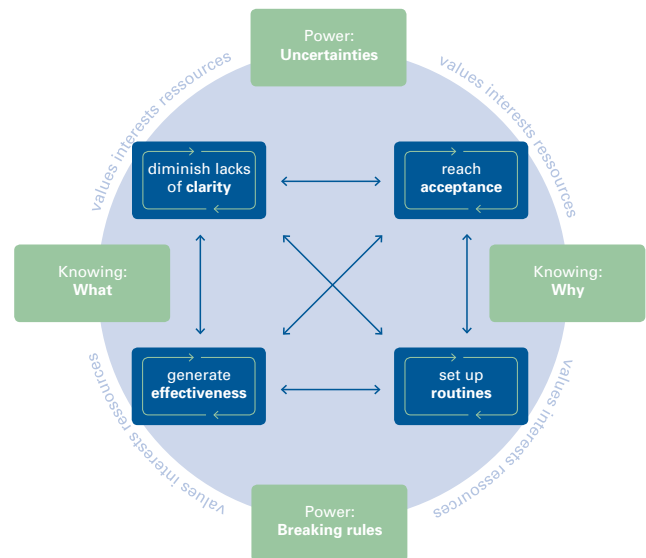


flow change®

To provide orientation in a complex change landscape, we developed the flow turn map®. This offers a model for steering change processes and to establish the focal points and steps along the way. You can rely on our comprehensive experience and broad repertoire for the appropriate and effective design of your change project.

This is how it works

Together with you, we check which field to start in. Is the effectiveness the issue? Is there a lack of acceptance? Are the contents clear? Should changes become more a matter of course?



flow turn map®

1. **We take the power relationships and know-how in the company into account. Which formal and informal influences are at work?**
2. **We propose a concept, which offers orientation and allows a flexible response to the situation.**
3. **We initiate experiments, observe the effects and fine-tune the method.**
4. **Together with you, we evaluate the results and select the next step from a wide range of consulting interventions.**

When it is simple, keep it simple.

When it is complex, keep it complex:

structured but not fixed.

well-planned but not all planned out.

perseverant but not dogmatic.

Flexible but not arbitrary

You can find reports on reference projects on our website or we can send them to you by post. You can get to know more about our consulting concept in our training series on iterative consulting. You can find some of our more than 50 change tools in the books "Change-Tools" and "Change-Tools II" from the managerSeminare publishing house (ed. Armin Rohm); these are currently available in German only.

flow consulting gmbh
Spörckenstraße 89
D-29221 Celle
Telefon +49 {0} 5141.740074
mail@flow.de
www.flow.de/en

You are welcome to talk to our clients' contact persons about past projects if you wish. Or you can invite us to talk to you in person so you get to know us better.

We are members of the gfo (Gesellschaft für Organisation e.V.) and the EMCC (European Mentoring & Coaching Council). We are certified "Recognised for Excellence" under the quality management standards of the EFQM.

Have a look at our flow news blog:
<https://www.flow.de/en/news/>

Here you will find latest news of flow consulting, project reports and interesting tools - all about the world of HR Management, Leadership and Change Management.

© flow consulting gmbh 2019

