



# leading organizations

## Focus: Ideal organizations.

### What is the ideal organization?

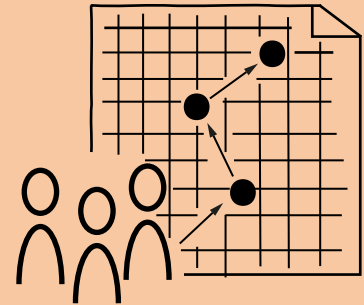
The ideal organization fosters all internal areas of your organization with best fit to your vision and strategy.

Structure follows strategy - Structure is essential to support your culture - and that is key to implement your strategy.

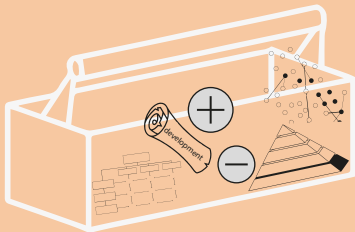
So, how do you design and implement it?

The most important thing to understand and internalize is that you are dealing with many different areas that interact with each other. It is a complex system where everything affects the other and everything belongs together.

Based on this basic understanding, we systematically and flexibly approach the currently best possible organization. For this you will get a large portfolio of tools and leverage to make it happen.



### A journey into the world of organizations



There is insight and a deep dive on how to think in systems, to understand the interaction within them and to develop a holistic view. Based on this, there is a firework of tools and approaches. You get a powerful toolbox that you can customize to your individual needs and goals.

This includes a systemic and evolutionary development map for organizations, the principles of complex systems, structural archetypes (like pyramid, matrix, project- and self-organization) with its pros and cons – all embedded into a highly practical model to handle cultural change. This is what you need to design and lead a sustainable and successful .

The module leading organizations is based on a 2-day workshop.  
This base can be intensified with two optional 2-day deep dives.  
The format can be online or face-to-face, whatever fits the group best.

#### Base Workshop

- Complex systems & Cynefin framework.
- Cultural and systemic principles.
- Archetypes (including pyramid, matrix, project- and self-organization), their pros/ cons and how to deal with hybrid structures.
- And why people are still the key.

#### Deep Dive 1

- A powerful systemic evolutionary development map for organizations.
- A firework of helpful tools and approaches.
- A helpful cultural model to guide change and transformation.

#### Deep Dive 2

- Bringing it all together: Developing and using a holistic view.
- Designing and leading sustainable successful transformations.
- Apply it into real practical cases - your cases.