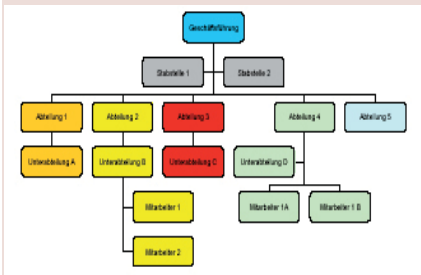


# Communication

Teambuilding and Coaching



**The key to performance improvement in every business lies in the team itself. However, the possibility to use this potential is often not utilised. Without teams we would no longer be able to cope with the challenges of qualitative perfection, customer service, innovation and difficult tasks.**

### Team Building

A team must be able to guarantee, that more effectiveness is accomplished on a wider scope of duties. It is necessary to have a clearly defined purpose and a concept which is shared by all employees to produce the desired effects. Real teams require individual and shared responsibility.

In the team building process we pay particular attention to:

- Running through all important team phases
- Role finding in the group ,Building up of trust and appreciating the different knowledge and abilities
- Development of the individual as part of the team
- Clear target orientation and clear work preparation
- Motivation and performance willingness
- Mutual responsibility

We design special team building measures for every organisation.

### Project – Team – Individual Coaching

We see coaching as a continuous, though temporary, partnership-like form of an expiring accompaniment and support offered to groups, teams and also for individuals in the connection between professional role and individual person.

Thereby we work in a target orientated and situation based procedure, whereby the trainees are responsible for the study programme and decisions.

Concrete and revisable aims are agreed on with the customer.

### Systeme Constellation Process for Companies

In the line up work, systems as well as abstract things such as aims, tasks, obstacles or resources will be represented by the spatial arrangement of people. The way they perceive their bodies and their feelings provides important information and a deeper understanding of the underlying structure and prevalent dynamic.

With far less effort a new understanding of possibilities for development is achieved. As a result it is possible to generate decisions and solutions which are better suited to the current situation.

### Our Approach

The approach and methods used by denkstatt are based on the idea that the ability to develop good solutions already pre-exists in all the team members involved, and that given the right input this ability can be activated.

### Areas of Application

- Improve communication and work processes
- Problem solving in teams and projects
- Team building measurements
- Conflict solving in the workplace
- Changes in management
- Assist in making complex decisions
- Assist in achieving clarification
- Strategy development when commissioning/handing over a business, business take-over, mergers, co-operations

### Selected References

ISS Facility Service GmbH, ÖBB Infrastruktur GmbH, Abwasserverband Wiener Neustadt, Salzer GmbH