



As specialists for learning and change, we support companies in **using their own resources to achieve lasting change**, strengthen their leadership teams and expand their potential.

To this end, we combine proven business practices with the latest psychological research. Our clients achieve **measurable results** that continue to grow even after our involvement has ended.

*alstracon has supported Diageo for years through many significant strategic change activities. Their structured and pragmatic approach and their ability to understand our business quickly and incorporate this knowledge into the execution was outstanding. The alignment and commitment created in the leadership team created the basis for growth rates that were above expectations.*

— Albert Hakkers, HR Director at Diageo.

**More than 50 enterprises**, from mid-size companies to large conglomerates, have benefitted from our services.

For **SAP**, we developed a new framework for change management and transformation. **Diageo** reorganized its management teams during a relocation endeavor. **INFORM** optimized its growth through targeted behavioral change of management and staff.



*Overall, alstracon made the difference to SAP based on its understanding of SAP's business and its deep expertise with regards to change management. alstracon was able to quickly connect with the various teams and team members and especially made the design team very productive in a very short time frame. Moreover, we especially appreciated their very pragmatic approach.*

— Carmen O'Shea, SVP HR Change Management at SAP.



**Successful change is the result of individual and collective learning processes.** Based on latest research results, we implement change processes and support you in executing them using your own resources. The *Birds of a Feather* process supports you in achieving performance gains at every level.

**The ability to learn is the most important competitive factor.** Although teacher-centered training does not work for today's companies, 90% do exactly this. We create the foundation that provides the motivation, irritation (!), curiosity and positive emotions necessary for learning that inspires.

**Each leadership level requires its own fundamental capabilities.** We support you in identifying and communicating these capabilities: With trainings, self-directed learning groups and coaching processes, we inspire your leaders and managers to expand their leadership repertoire.

**HR has a huge, and often untapped, potential to be a driver of change.** We operationalize your Human Resources strategy and deliver measurable results. Improve leadership and support company-wide change with talent management processes and targeted succession management.

# What we can do for you.

- ▶ Framing **change as a learning process** creates optimism and willingness to change, which noticeably accelerate the implementation process. This is how we make hidden ideas visible and create freedom for senior management to work on rather than in the business.
- ▶ With **leadership alignment**, we measurably increase the operating results and performance of teams, divisions and the company as a whole.
- ▶ Using the **Birds of a Feather** process, we establish a culture of implementation to pragmatically implement necessary changes in your company. This process leads to greater effectiveness and efficiency within the management team and helps to increase implementation skills and **willingness to change**.
- ▶ In organizational development and culture change management, we create **sustainable and systematically measurable** changes through our learning approach, the establishing of commitments and feedback loops, always taking into account the experience of all employees.
- ▶ We assist you to **multiply the impact of HR** by aligning your HR strategy with the business strategy, developing it further and validating it.
- ▶ Reorganisations and process optimisations have sustainable success, and controlling that looks forwards instead of backwards builds **security and confidence**.
- ▶ As a basis for systematic talent management, we work with you to establish **differentiating competencies**. We create processes for performance and talent management using the latest practices and research results.
- ▶ We support you with **succession management** by systemising leadership development with on-the-job learning, learning from others and virtual learning.
- ▶ We help you to **develop HR staff** in the learning fields of HR consulting, change methodology, change consultation and culture change.
- ▶ **We accompany you until the effects of change become visible**. Once your project is finalised, your management team will continue to drive the processes in a positive spiral.

# What our clients have achieved so far.

- ▶ Achieved significant **change in leadership culture and behavior** derived from the corporate strategy in companies of all sizes.
- ▶ Mastered a full **turnaround** after the collapse of an entire market segment.
- ▶ Broke through **omertà and silo mentality** within the production unit of a mid-size company.
- ▶ Implemented a **unified strategy** within the board and senior management supported by all staff.
- ▶ Implemented a uniform corporate strategy **supported by all employees**.
- ▶ More than 50 of our clients Increased productivity and the impact of HR in teams and business units and **implemented lasting, positive change driven by alignment** among board, leadership teams and staff.
- ▶ Established an additional **management level with lasting positive impact** in a very fast growing company.



**alstracon**<sup>insights</sup>

Impulses, articles, case studies

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