

#project #process #change

next  
level consulting

*Change*

~~SHIT~~ HAPPENS.

CHANGE MANAGEMENT





# For changes that inspire.



Whether beginner or professional - we show you how to take change management in your company to the next level with in-depth expertise and appropriate interventions. Personally, professionally, and inspiringly. More than 100 experts on 5 continents support you. We advise you and your team, offer trainings and workshops, software solutions, coaching, emotional inspiration, and address staff shortages and special project needs with experienced interim managers.



## Consulting with a clear goal

Together with you we find effective and sustainable solutions for your requirements. We partner with you from the beginning until the results are permanently sustained in your organization. Pragmatically and practice-oriented.



## Coaching to measure

We support executives, project managers, process managers, change managers and the whole team in the professional management of particularly challenging tasks. With experience, enthusiasm, and know-how.



## Training and education to the point

Our internationally oriented education and training program contains trainings, courses, MBA, certification preparations, events, and blended learning offerings. All offerings are available in an open or company-internal version.



## Emotional inspiration

We aspire to make changes stick with your employees emotionally. Because change and improvements that have emotional value can be implemented faster and have a longer lasting effect.



## Interim managers

Change agents, project managers, PMO manager, process manager or project assistants: 290 proven experts in our interim manager pool look forward to assist you whenever shortages occur or specific knowledge is needed in your organization.

### Important facts in 5 seconds:

Focus:



Our offer Change Management

- > Consulting
- > Coaching

- > Training
- > Emotional Inspiration
- > Interim Management



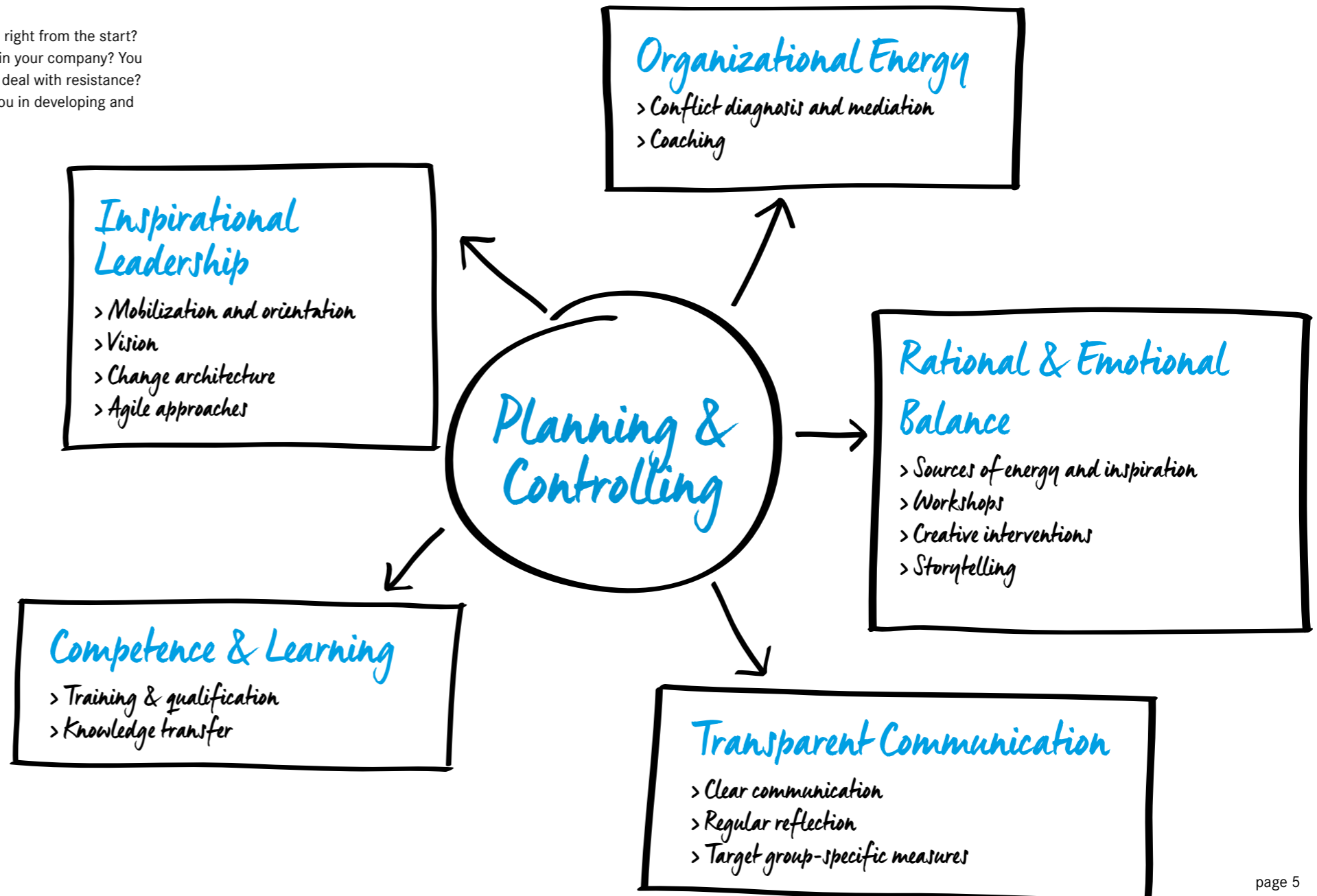
# Planning and controlling changes successfully

You want to base change processes in your company on a professional foundation right from the start? Do you need support with the preparation, implementation, and communication of changes in your company? You would like to know how to inspire employees with new ideas, structures and processes, and deal with resistance? We have the answers to these and many other change management questions and assist you in developing and sustaining a corporate culture with a strong emotional potential.

*My advice:  
Change processes need the full support of the entire team. This requires the early involvement of all stakeholders and the consideration of emotional components.*



Jennifer Keller, M.A.  
Managing Director  
next level consulting



# Services that help your change projects

Together with you, we create the optimal setting for change projects in your company. Hard facts are as important to us as cultural and emotional factors. It is this interplay that makes the change management so successful for our customers.

## Planning & Controlling

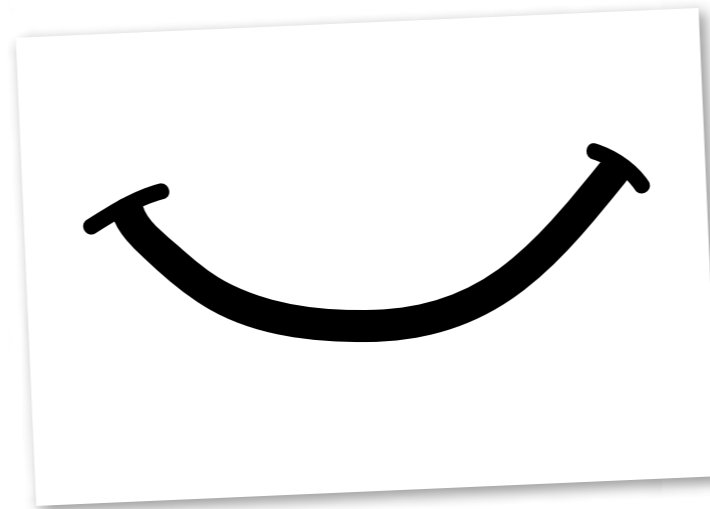
We work together with you to develop the right focus of your change project and find answers to important questions like:

- > What are your goals?
- > What methods and tools help to achieve these goals?
- > What resources do you need for this and what are the cost?
- > How do you measure progress and success?
- > What steps in the change process are to become independent projects?

## Competence & Learning

Behaviours can only change when your people have the skills and opportunities to do so. Our trainings support you actively:

- > We determine the training needs of your company and offer matching trainings.
- > We organize the transfer of knowledge in the company, for example through wikis, knowledge fairs, coaching, and other instruments.
- > We discuss and improve the risk-taking culture in your company.
- > We examine the conditions for skill acquisition and use and adapt them as necessary.



## Rational & Emotional Balance

Positive energy for your change processes is created when rational understanding meets emotional acceptance. We have creative methods to promote this development:

- > We make change tangible with a change story.
- > We hold workshops to create space for emotions. Take, for example, our Improvisation Factory in which professional actors bring your vision to life or the "DoableBar" where a barman becomes the dramatic centre point for team events.
- > We invite you to switch perspectives, for example by working with strong images and metaphors.
- > We make success visible and tangible, for example at the World Café.

## Organizational Energy

Change processes in companies are often a game of power and influence - with winners and losers. This requires the consideration of the overall benefit to the organization as well as the effects on the individual. We support you:

- > Experienced mediators, coaches and conflict managers accompany teams and individuals.
- > Conflicts are discovered at an early stage and professionally worked through: conflict coaching, conflict moderation in groups, and mediation.

## Transparent Communication

Communication is the key to any successful change. Only those who understand what changes, what has to be done, and the advantages for the organization and the individual person is fully committed. We can do this for you:

- > Detect resistances and soften reaction barriers.
- > Analyse the target audiences, select the media, and set the communication frequency.
- > Develop concepts for change communication and set budgets for them.
- > Develop change stories and use techniques of story-telling.
- > Involve Management.

## Inspirational Leadership

We help you to formulate credible goals and to develop the right team spirit. From the beginning. For example:

- > We use stakeholder or barrier point analyses as a basis for planning.
- > We jointly define who should be involved in the change process to which degree based on a tailored change architecture.
- > We constantly analyse problems and mistakes, check progress, and inspire continuous improvement.
- > We create a plan for clear and motivating communication.
- > If desired, we integrate agile methods into our approach.

## Eigenland® Analysis

The Eigenland analysis is a gaming method, that allows employees to intuitively assess the efficiency of change management. The participants visualize the current situation of the change process by computer. Within one day you will get an overview of how the change process is perceived by your stakeholders, where there is a need for action and which new potentials exist.





## *next level consulting - get connected*

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