

# Team Development

After the initial contact, the task is clarified and a careful diagnosis is made. I often interview all or a selection of team members. The workshop design is often developed in co-creation with the client. It is important to know that a design only serves as an initial idea for the workshop. In order to make the most effective use of the time spent together in the workshop, the original plan can be changed in favor of important emerging topics. A debrief and possible follow-up measures conclude the process.

## Examples of Work

For reasons of confidentiality, no company names or industries are mentioned here:

- Team building with 15 members of the extended management team on the topic of new beginnings versus “old legacy” (2022)
- Team building with German board (eight people) on strategy and vision building; also focus on different personal working styles and their impact on team collaboration (2022)
- Team building with the extended management on the topics of role clarification and taking responsibility (2023)
- Team and divisional workshops with different departments of a company; group size varies between 9 and 30 people; topics range from leadership work to interface definition and conflict management between departments (2010-2025)
- Team building with the management team consisting of 8 people on the topics of vision work, collaboration, transformation work (2025)