





ALIGN THE TOP TEAM

Establish a joint perspective on objectives and approach in the top team, make trade-offs transparent and act as role-models



ADJUST THE ROADMAP

Orchestrate a consistent overall approach and design in detail 3-6 months in advance. Allow for continuous adjustment through learning loops, transparency on achievements and long term implications



STABILIZE NEW SETUP

Provide a safety net in the midst of significant change by adjusting systems, structures and processes; build required capabilities



MOVE THE FRONTLINE

Make change tangible by integrating new practices and behaviors into daily routines, build credibility and support through visible business impact



PROTOTYPE NEW BEHAVIOR

Have the courage to experiment with novel approaches early on, learn through iterations and, when needed, adjust both objectives and approach



SHAKE 'EM UP

Create a sense of urgency and surprise and achieve a productive pull for change. Use emotional and interactive formats to break established patterns and inspire more change





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HANDLING THE STRETCH - OUR OFFER



ARCHITECTURE

Top Team alignment on **target state**
 Development of **change story** - both overall and target group specific
 Orchestration of formats into long-term **change concept**



ACCELERATION

Broad range of formats from top team to frontline, from workshop cascades to roadshows
Prototyping and piloting as embedded **enabling** platforms
 Mix of emotionalized **communication** and practical **experience** to maximize individual involvement



MONITORING

Operational **planning** and efficient **process management**
 Focused **controlling** to ensure implementation success
Learning loops and required adjustments



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HANDLING THE STRETCH - OUR APPROACH



HOLISTIC APPROACH
 to improve organizational performance
THINKING BUSINESS
 while promoting lasting change

WORKING IN CO-PRODUCTION
 and contributing our point of view
SCALING OUR INVOLVEMENT
 to your needs, easily