



## NEW WORK

As a psychological business consultancy with many years' experience in organisational development, we are able to help you adapt to the new world of work. Changing mindset and learning how to tackle continual change and uncertainty calls for sensitivity and engagement. We guide you through the world of flexible steering and working methods, help you identify appropriate structural modifications to your current organisation, and support you in the development of leadership and collaboration 4.0.

### How will we work from now on and going into the future? Differently!

*“Digitisation in particular requires us to think differently and develop different forms of collaboration. How can we dispel misgivings and inspire real enthusiasm?”*

A typical starting point for successful consulting with PE-Solution.

Increased complexity, unpredictability, and the volatile challenges of digital transformation, an acute lack of specialists. All of these require a different way of looking at business and also different behaviour: away from command and control toward more creative self-organisation. The more busines-

ses move into this new world of work, the more important it becomes for a business to palpably incorporate and embody change in the daily workday. Reliability and efficiency meet speed, innovation and performance.

## How do we offer support in daily working life?

Our consulting work begins when longstanding problem solving encounters challenges that require new ideas, a new way of doing things or the swift introduction of broad strategic company initiatives. Things cannot be examined within the framework of an existing top down hierarchy and the usual routines and operating methods.

From the beginning, our consulting work aims to get teams to act with self-responsibility. Away from a world where things “should” be done to one in which people are allowed to act, able to act and want to act. This calls for employees who are brave, responsible and aware.

This requires not only clarity about the spirit, purpose and opportunity for changes, but also what these specifically mean for individuals and their activities. Participants are given the space and framework they need to become engaged in finding creative solutions for complex problems. Our consulting work aims to build the best possible dialogue between managers and staff, reflected in a high level of listening, mirroring and transparency. On this basis, an initially narrow approach to problems and obstacles develops into an ability to find solutions. The

reluctance to make mistakes is a real “performance killer”, so we help reduce this hesitancy and instead aim to increase creative tension.

To be done well, work needs to be fun, and sometimes this means changing the way we work. We develop and encourage new forms of collaboration, introduce flexible decision-making techniques and new work practices, provide coaching to individual managers and management teams. It's all about discovering, step by step, where flexible working is helpful and how to encourage self-responsibility and a joy of learning so that a trust culture can increasingly develop.

As a psychological consultancy, PE-Solution is continually confronted with innovative work and collaborative practices – even within its own organisation. We want to set a good example of the possibilities and opportunities available in vibrant organisational development during turbulent times. We consult in the way we work, and offer our clients suitable and well-tested triggers for further development.



### Get in touch

Do you have questions? Or would you a preliminary consultation? Then feel free to call or just send us an email with your questions!

### PE-Solution

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