



VISION DEVELOPMENT

We guide you and your staff through a dynamic, results-oriented process using our participation-oriented approach and tailored processes. Whether it comes to vision, purpose, identity, strategies, values or leadership principles – we work with you to create a compatible and forward looking orientation framework that gives roots and wings to your managers' and staff's self-responsible behaviour.

When is vision development useful?

"We would like to achieve clarity about our future aspirations and offer our employees an attractive direction – one they will want to engage in."

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

New ways of working need to offer space for creativity and the taking on of responsibility at all levels. The more a company is prepared to operate in these flexible ways, the more important it will be to develop an orientation framework that sets

action structures and inspires enthusiasm. This framework then makes it increasingly possible to give greater freedom and change towards a more dynamic way of working.

How does vision development work?

We believe that the process of jointly tackling, discussing and developing ideas is at least as important as the outcomes themselves. People only identify with something when they are engaged, which offers the opportunity to set this as the foundation for everyday work life. We use the process to encourage flexible work methods within the company and to open space for innovation. We provide professional support to help you achieve your goals by being sensitive to the positive balance that exists between a lean and rigorous approach and a need to be open to what is new.

After examining your existing strategic foundations, we develop a project and communications structure. As well as setting a timeframe, this also involves identifying stakeholders and the project team and selecting useful formats that reflect the level of desired participation.

During the development phase, we offer a range of facilitation and discussion methods, from small workshops for TOP-Management to large group events that enrich all managers or the entire workforce.

Alongside creative introductions to the theme, we use methods such as, for example, Dynamic Facilitation, Open Space, Appreciative Inquiry, Coffee and Learn, Storytelling. Consultants from our organisational development solutions team provide support.

We then provide you with a clear summary of the results; group and condense the statements; and use our expertise to make suggestions for adaptation or integration. We use presentations to provide you with information on the preliminary results.

Vision, purpose, identity, strategies and values or leadership guidelines are then critically examined and adopted during feedback loops with participants.

We then provide further information, train managers and employees and apply measures for sustainable anchoring and evaluation so that the new ways of working are actively incorporated into the business.



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

Frankfurter Straße 3A | 38122 Braunschweig | Germany
Phone: +49 531 120 456 789
info@pe-solution.de

[PE-SOLUTION.COM](https://www.pe-solution.com)