

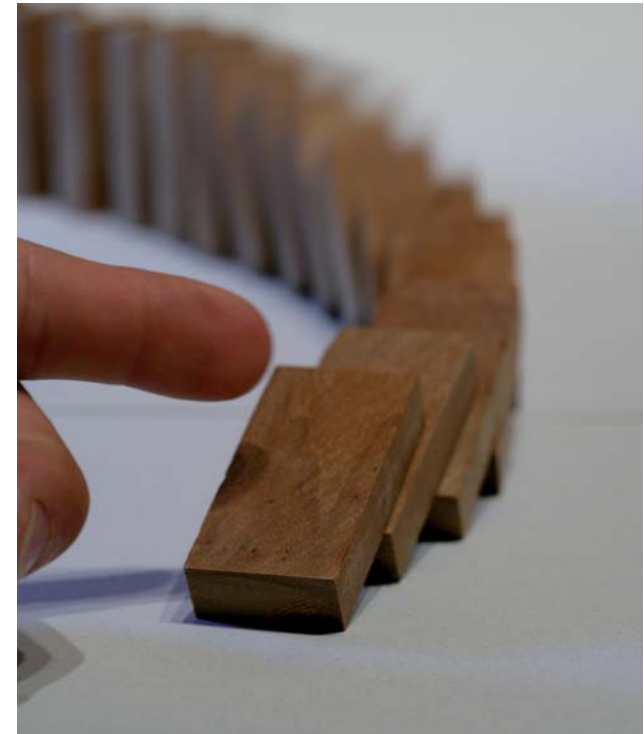


**The professionals for interpersonal skills, change management
and team development within organisations**

COMPANY PROFILE

WE

See ourselves as highly skilled professionals able to develop the necessary interpersonal skills that are needed now and in the future within organisations. Founded in 1994 we have a history of creating, advising and supporting successful change processes within companies. We combine creative methods of systemic coaching with a very developed workshop design. We also offer a high level of facilitation and supervision during complex exercises that we use to enable the skills to be developed and tried out in a safe environment.



WE

See ourselves as a company that has a well developed social responsibility. As a result we have developed 'The Project **roots Respect** for Life'; this actively supports people with handicaps.

We support '1% for the planet'. One percent of our annual revenue goes to non-profit environmental organisations.



ORGANISATIONAL FOCUS

You want to mobilise the energy within your business for change?

We support the change processes in organisations with a look at where you are now and where you want to be and until when. In professionally led group discussions and 1 to 1 we are able to develop an understanding of the current situation and the obstacles that may hinder the change that you are seeking. We sow the seeds for future changes and develop a partnership with those that will drive the changes and be affected.

We will discuss with you and identify the key indicators that are success factors.

TEAM FOCUS

You need a successful and motivated team that will challenge others and work towards developing an effective and reliable organisation?

We help your teams develop the foundations for good cooperation. We look with these teams at how they can develop the work processes to be more efficient in the longer term and how current systems and production can be made more efficient. We look at how the communication structures can be improved and implemented with the team.

INDIVIDUAL FOCUS

You need competent employees and managers who are skilled and successful in their work?

With coaching, systemic consulting and a developed training programme we support you in developing the appropriate solutions.

WHY OUR CUSTOMERS VALUE US



BUILDING A CLOSE RELATIONSHIP WITH THE CLIENT DEVELOPS CONFIDENCE ON BOTH SIDES.

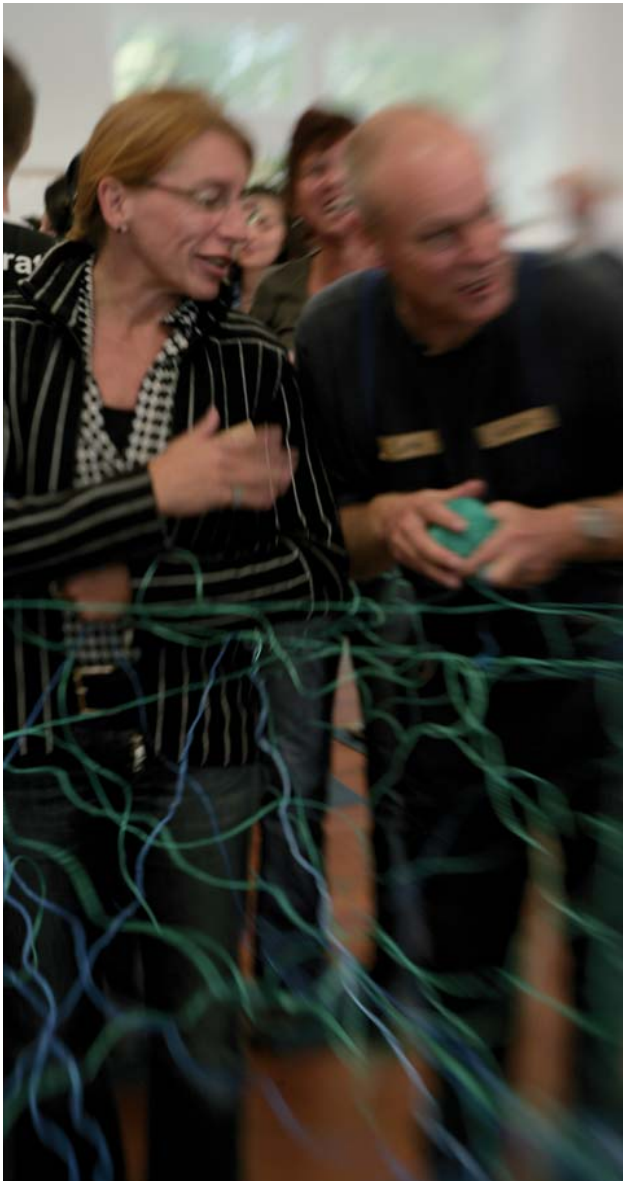
We see the need to have an open and honest relationship with the client and the teams within the organisation as a prerequisite for a high level of successful cooperation.

Your advantage: You work together with the consultants; they share views and opinions openly together and develop a joint plan for the way forward. The plans developed will thus be implemented by motivated employees supported by the consultant.

THE DEVELOPMENT OF A FEEDBACK, REPLANNING AND IMPLEMENTATION CULTURE

We will during the workshops, discussions and post exercise reviews, look to develop in the teams a regular and ongoing culture of feedback and team reviews. Furthermore, we will learn from what has been occurring in the workplace and looking at how it can be improved and put in place for the future benefit of the organisation. Steps to be taken and modified will be defined.

Your advantage: The current systems and procedures will develop and become more effective. Changes will be more easily accepted as those effected will have been involved at an early stage.



USING KNOWLEDGE OF THE PRESENT TO DEVELOP THE FUTURE

We believe in challenging opinions and current methods in our seminars. We want to look at the current culture and promote new ways of solving problems and increasing communication within teams and between individuals at all levels. Steps to be taken will be defined and the method to put them into place decided jointly. Review dates and completion dates will be fixed and agreed.

Your advantage: The overall performance in your organisation will improve and strengthen. People will feel they belong more to the group and teams will improve their performance. As this develops external consultants can move to a coaching role with individuals.

OUR WORKSHOPS ARE NOT FILLED WITH GREY THEORY

Only when people are emotionally involved do the lessons learned and methods used to achieve the success stay in the mind. The exercises that we use are practical, challenging, exciting and fun. They bring teams close together and challenge individuals to expand their self imposed limits.

Your advantage: Intensive learning experiences require creativity, team work and personal involvement to achieve the goal. Instead of being told what to do by a trainer the participants are the source of the solutions and the ways to them. As a result sustainable behavioural change increases in individuals.

SOLUTIONS FOR ORGANISATIONS

We look to develop organisations that reflect the needs of the employers and the employees, those that understand and support the need for changes in advance and work to implement them now and in the future.



YOUR REQUIREMENTS

Create and implement changes in such a manner that fear and uncertainty are converted into positive energy. The whole organisation is working to the same goal, communication is improved and all carried out with the customers and key stakeholders in mind.



OUR SOLUTION

We work in partnership with the management team. We ensure that they are aware of the emotions that the change will involve for the employees and themselves and work with them to remove inconsistency. We look to develop and monitor the various teams charged with implementing the changes and ensure that stake holders and customers are involved. This will result in a reduced resistance that builds confidence. We undertake the coaching of managers and change agents. We ensure that trust is developed across all the different teams. We plan and run events for the various teams involved and if numbers allow, for the whole organisation or department.

We are involved at the initial stage when changes are needed, set the objectives and establish concrete steps to implement the changes.

We support you throughout the programme.

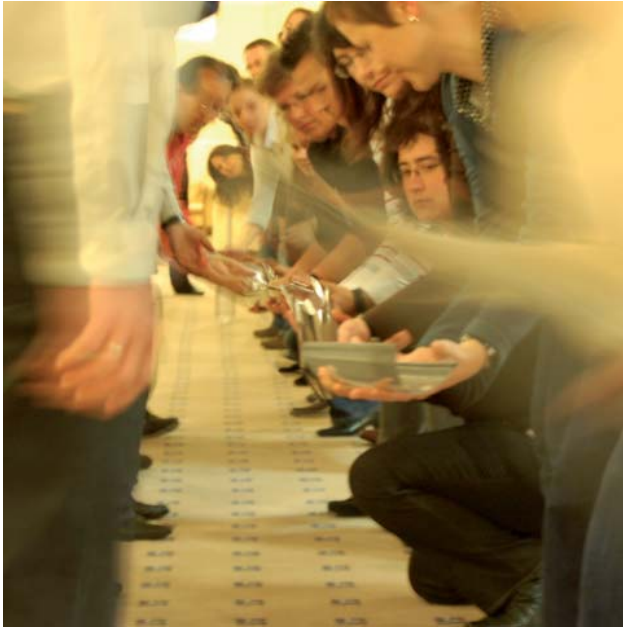
SOLUTIONS FOR THE TEAMS

Well functioning teams are experts in complex tasks and therefore are fundamental to the success of modern organisations. What do teams need to really succeed?



YOUR REQUIREMENTS

Top performing teams which are able to adapt to change quickly. They all have the same information and are able to work well together. There should be the right people in the right place. Tasks, roles and responsibilities need to be carefully allocated. The process should be well developed; working together should also be fun. The result will be higher levels of motivation.



OUR SOLUTIONS

- In personal discussions with all parties concerned, the areas for development are identified together with you and these areas will be the initial focus.
- The practicality and outcomes from the team exercises will allow the solutions to become apparent. New solutions will emerge and the combination of fun and serious outcomes will make it a memorable experience.
- With the assistance of our professional moderators issues and solutions will be highlighted. The outcome will be solutions that are usable in the work place.
- The barriers between teams and the communication between teams will be enhanced.
- Delegates will leave the workshop with detailed plans for the next steps with dates for completion etc.

We help your teams towards the goal of becoming 'High Performing Teams' to meet the challenges of your business.

THE SOLUTIONS FOR YOUR EMPLOYEES

Successful organisations need people willing to take on roles and align themselves to the aims and objectives of the company. Which tools and technical help can the management offer to assist them in this?



YOU'RE REQUIREMENTS

Your employees should manage the change, the networking in the teams for current and future projects. They should be able to effectively manage meetings, resolve conflicts skilfully and sensitively. You are looking for solutions that are relevant to your needs and are tangible and practical for your workforce at all levels. The benefits should become noticeable very quickly, be it in the next meeting, one to one meetings about issues with colleagues or the closer integration in the change process.



OUR SOLUTIONS

- Using solution orientated coaching and systemic coaching to assist in the aims and goals being realised.
- The individual seminars are developed in partnership to ensure the learning is dedicated to your needs.
- The integration within these seminars of action orientated elements ensures the learning will not be forgotten.
- The use of actual case studies from the participants will enable theory to be both clearly understood and relevant.

Use our experience in the following areas:

- Cultural change management
- Communication development
- Project management
- Developing the social skills within a team and with individuals
- Constructive conflict resolution
- Developing the interpersonal skills of your managers and employees

Everything will be planned and implemented by roots and yourselves.

WE



DORO LEHMANN

associate
consultancy & training



MICHAEL RAUH

associate
consultancy & training



USCHI PECHLANER

associate
consultancy & training



CORD-H. SOLLE

associate
marketing & finance



MARTIN MÜLLER

organization & customer support



LOTHAR SIPPL

Qualification

- Master in Organisational Development
- Diploma Social educator (Technical College)
- Qualified as a trainer for experientially based learning and social competences
- Qualified as a systemic coach
- Additional training in communication psychology, mediation, TZI and organization development
- Member of the training team of:
 - The association for German canoe training (VDKS).
 - The Ropes-Course-trainer education of DAV, ÖAV, VDBS, ÖBSV
- Special exercise leader climbing and mountain-climbing of the German National Alpine Club (DAV)
- Assistant Canyon Guide (CEC)

Training focus

- Teambuilding and team development measures
- Conflict resolution and mediation
- Managing an organizations development processes
- Leadership and motivation
- Train the trainer seminars for those who work in experiential orientated seminars
- Trainer of kayak teachers and Ropes Course trainers



MICHAEL WAGNER

Qualification

- Systemic and hypnotherapeutic concepts for consulting and coaching
- One-on-one leadership coaching
- Systemic Transactional Analysis
- Open Space Technology (Birgit Williams)
- RTSC und Future Search Conference
- MBTI Qualification (Type Resource, USA)
- Group Dynamics
- University degree (Dipl. Ing.) in mechanical engineering

Training focus

- Systemic process consultation for teams, workshops and large group interventions
- Leadership training and one-on-one executive coaching
- Conflict facilitation
- Intercultural consulting and training
- Outdoor training



TIM JONES

Qualification

- Diploma in Therapeutic Outdoor Education
- Diploma in Behavioural Psychology
- Trained in the use of Human Synergistic – Verax Diagnostic Materials
- NVQ assessor
- Various H & S training qualifications

Training focus

- Leadership development and 1 to 1 coaching
- Analysis of team behaviour resulting in training programmes for improvement
- Change management analysis and implementation, seminar design
- Conflict resolution and coaching of managers in conflict resolution and motivational skills
- Designing and running outdoor / indoor training programmes



DAGMAR DITTMANN

Qualification

- Cand. Master in Organisational Development
- Diploma in Adult Education
- Certificate ACCESS Europe
- Training in Experiential Education
- Training in „Themenzentrierte Interaktion“
- Certified as a Systemic Coach
- Various further educations in systemic methods

Training focus

- Teambuilding & Teamdevelopment
- Diversity, Cultural Awareness
- Genderconsulting
- Personal Development
- Train the Trainer
- Experiential Education
- Outdoor Training

**THE FOLLOWING
COMPANIES HAVE WORKED
WITH US:**

- Alcatel-Lucent Deutschland AG, Stuttgart
- arvato systems GmbH, Gütersloh
- Bausparkasse Schwäbisch Hall AG, Schwäbisch Hall
- Bayer Direct Services GmbH, Leverkusen
- Bundesagentur für Arbeit, Nürnberg
- Delta Lloyd AG, Wiesbaden
- DB Systel GmbH, Frankfurt am Main
- Deutsche Telekom AG, Berlin, Bonn, Stuttgart, Darmstadt
- Deutscher Fußball-Bund e.V. Nationalmannschaft
- DQS GmbH, Frankfurt am Main
- Energie Baden Württemberg AG, Ravensburg, Freudenstadt, Karlsruhe
- Fiducia IT AG, Karlsruhe/ Aschheim
- Fujitsu Siemens Computers GmbH, Augsburg
- Karstadt Quelle Versicherung AG, Fürth
- Knallrot GmbH, Frankfurt am Main
- Kreditwerk AG Schwäbisch Hall, Hamburg
- Netcologne GmbH, Köln
- Novartis Deutschland GmbH, Nürnberg
- Nürnberger Versicherungs AG, deutschlandweit
- PEUGEOT Deutschland GmbH, Saarbrücken
- RWE AG, Essen
- Robert Bosch GmbH, Nürnberg, Ansbach
- Klinikum Staffelstein GmbH & Co. KG, Bad Staffelstein
- Schwan Stabilo International GmbH, Heroldsberg
- SHW Casting Technologies GmbH, Aalen-Wasseralfingen
- Siemens AG Neustadt, Erlangen
- Sony Deutschland GmbH
- Sparkassen, Amberg - Sulzbach, Ingolstadt, Neumarkt
- Stadtentwässerungsbetriebe Köln, AöR
- Städtische Werke Nürnberg
- STRABAG Property and Facility Services GmbH, Münster
- TDS Informationstechnologie AG, Neckarsulm
- Technische Werke Friedrichshafen GmbH
- Telefónica o2 Germany GmbH & Co. OHG
- Tognum AG, Friedrichshafen
- Topalis AG, Stuttgart
- TNT Akademie GmbH, Ruppichteroth/Winterscheid
- Verkehrs- Aktiengesellschaft Nürnberg
- Voest Alpine Stahl GmbH, München
- Weleda AG, Schwäbisch Gmünd



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