

# Change Management

**The best way to live your investment!**

# Concept - Structure



- Purpose of change management, what should CM achieve?
- What measures must be taken, how is the purpose to be achieved?
- What are the methods and tools that make the "Change" possible?
- Timely sequence, when will which measures take place?
- What are the results, what is the purpose of a successful change management?

# Purpose of change management, what should CM achieve?

- Investment protection through acceptance in the workforce.
- Replacing the "old" with the "new".
- Finishing the competition from the "old"?
- Establishment of a learning organization, continuous change - Management.
- Increase in performance and results of the organization, optimization.



# What measures must be taken, how is the purpose to be achieved?

- First of all, the coalition between the forces within the Company.
- Debt assignment and shift of responsibility "This is not mine ..." is to be set quickly, and through solution-oriented, friendly co-operation? to replace. Old braids must fall, they belong to the past.
- Competence must be transferred to the company and not allowed? External advice.
- Bread and games were successful concepts in the? Antiquity. - You are just as successful today.



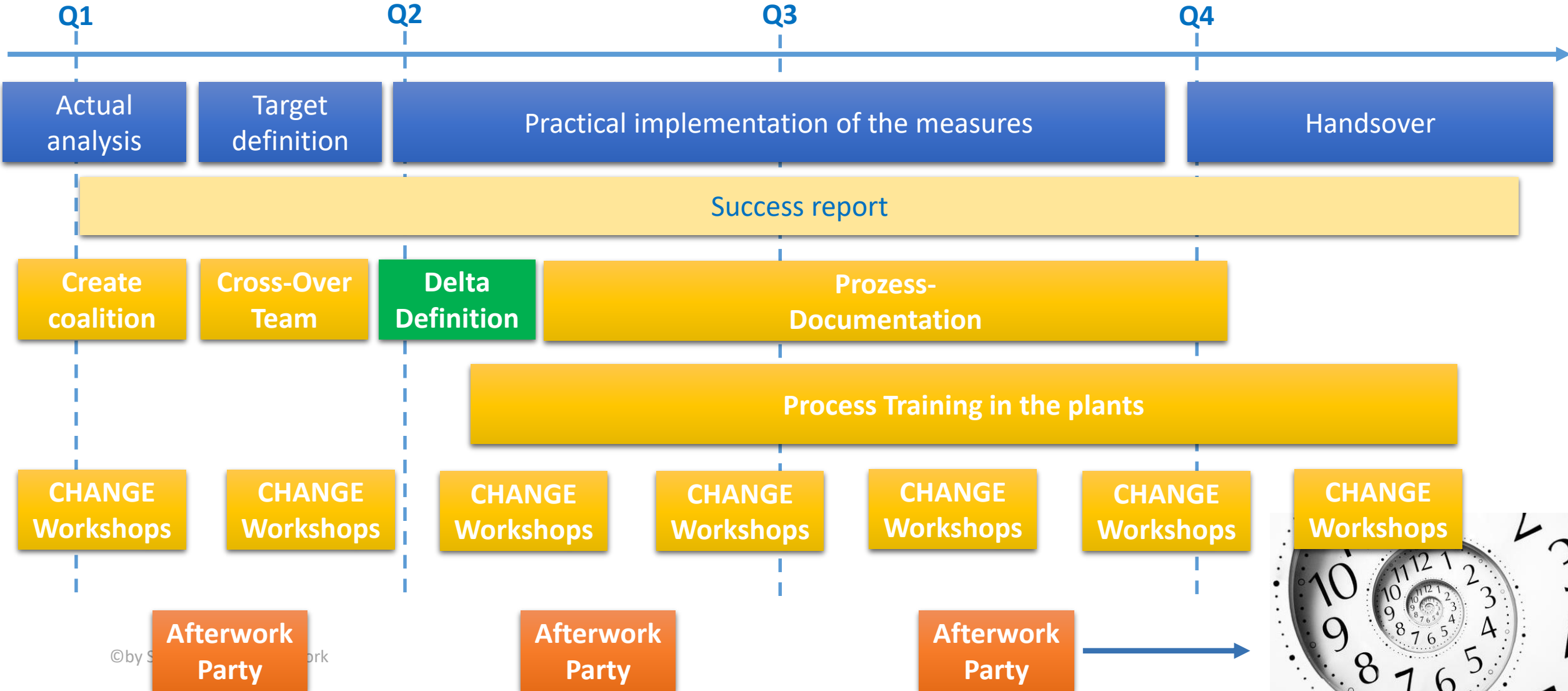
# What are the methods and tools that make the "Change" possible?

- In addition to the successful methods of classic change management,? we put on the tremendous power of love for men.
- The expert competency, tidy, knowing, pensive, spread throughout the company. The most important method is the previous life !
- Successful organizations have stopped fighting themselves.



John Paul Kotter , Prof. an der Harvard Business School

# Timely sequence, when will which measures take place?



# Definition of measures

Actual  
analysis

= Where is the project today? What is available?

Target  
definition

= Where should the project end? What is the goal of the project?

**Delta  
Definition**

= What are the measures to fill the gap? What is to do with what priority?

Practical  
implementation  
of the measures

= Timeframe for implementing the delta measures.

Success  
report

= Continuous reporting on the project monitor.

Handover

= Transfer of the change process to the CROSSOVER team.

# Definition of measures

Create  
coalition

= Triangle (management, personnel representation and workforce) in line

Cross-Over  
Team

= Process and SAP team-building, that the entirety of all processes has deep practical knowledge, and the entire project is implemented in terms of content.

Process-  
Documentation

= Process processes on the SAP system as video, practice and assistance with the authoring tool, and to deploy them in the Intranet.

Prozess Training  
in the plants

= prepared activities oriented for the workforce training programs.

CHANGE  
Workshops

= Communication, enthusiasm, haptic experiences, information, gambling, etc.

Afterwork  
Party

= 14-day interval  
Afterwork Party with  
Beer, pizza and music



What results can you expect, what does a successful change management serve?



- Employees who are quick to win for the planned change , have a high interest in successfully participating. With appreciation of the individual in the team will be a significant momentum in the company which is reflected in the future. "
- Cost optimization and willingness to contribute its knowledge the employee's trust in the company.
- Intelligence is highly available in every employee. In another behavioral culture, everyone is flourishing by demanding and encouraging.

