

Wiener Management-Tage

**Wie Sie den Whole-Scale Prozess in
Ihrer Strategie- und
Organisationsentwicklung anwenden**

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Beratung:

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Ergebnisbericht

Common Themes:

- Devote Life, to make sense of life, meaningful life and work
- All have changes coming up
- Exchange ideas and learn
- Gort
- To recognise where we are in different change process

Significant differences:

- Why change works, doesn't
- Different organisations

D x V x F > R

Data dissatisfaction x Vision x First steps > Resistance

Paradigm shift!

Purpose

- Data Base
- Risk
- Empower
- Adult learning
- Team building
- Theory

D x V x F

Culture

Principle	Behaviour	Practice

- Value (word). Principle / statement
- Acting Sustainable
- Valuing differences

Open Forum

Presentations

- Purpose
- Who Presents
- What?

(30) 3 @ 10 minutes each

Hit the highlights – key messages

Open Forum

(15) **Table Discussion**

- What did we hear?
- What are our reactions?
- What questions of clarification and understanding do we have? ... of whom?
- Select your top priority question

(45) Table questions