

Performance Culture Consulting



Implementation of empowered steering mechanisms

Initial Condition



New **leadership culture** is creating **(felt) contradictions**:

- » transparency & KPIs vs. control
- » active steering vs. micromanaging
- » capacity management vs. empowerment

Results



- » The implementation of the new **steering model** provides full transparency in empowered teams.
- » **Sustainable culture change** to get the best out of your team.

Approach



“EFFECTIVE STEERING OF EMPOWERED TEAMS”



Project
customization



Analysis



Design



Implementation

DAIMLER

CI/CONNECT

Driving Continuous Improvement

Performance Culture Consulting

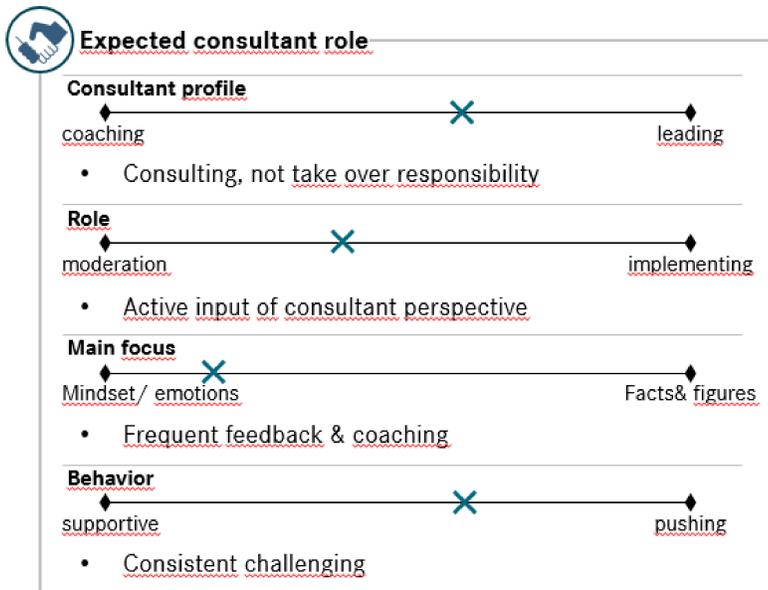


Implementation of empowered steering mechanisms

Success Factors

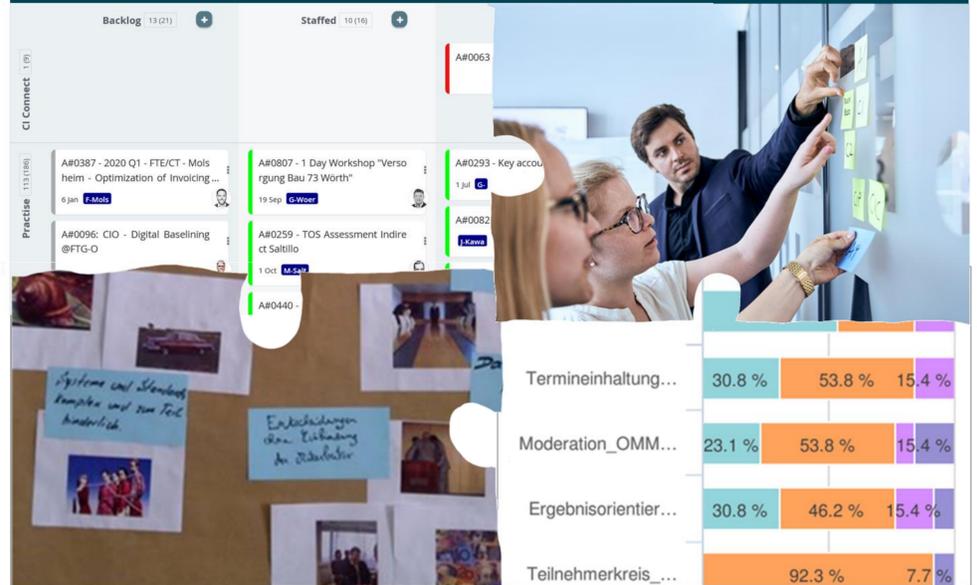


Customized Consulting



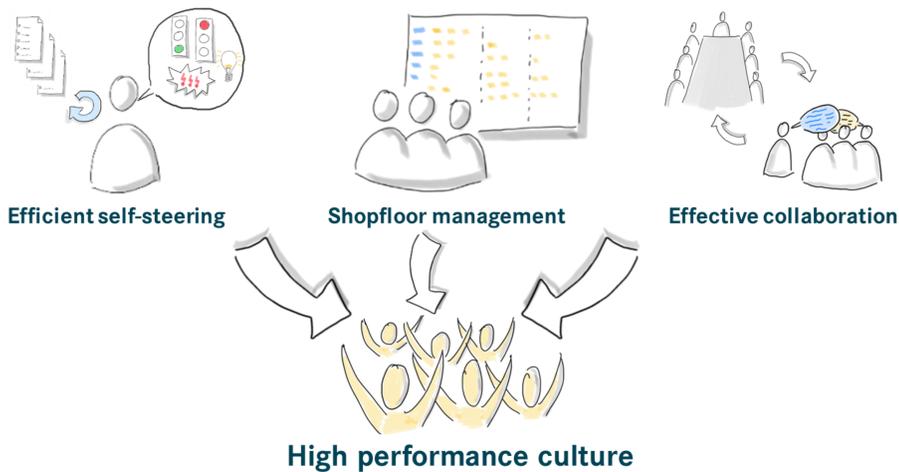
➤ Intense order clarification defining both focus topics and consulting role

Analytics & Culture



➤ Always combine „hard“ aspects of steering with „soft“ cultural aspects

Holistic Steering Model



➤ Performance culture is more than just implementing shopfloor management

Coaching for Sustainability



➤ Once the implementation is done, the most critical phase is just about to start

