

The Model of Organizational Development has been developed as a form for the holistic analysis of your company. It offers a systemic view so that you can quickly and comprehensively recognize the levers that will further develop your company with the greatest impact and appreciate the core strengths at a glance. You can use the tool as a self-check. A dialog partner can be helpful for a more in-depth analysis. This can be a team member or a coach who accompanies you in the implementation of measures. I developed the model in discussions with a number of CEOs who wanted a holistic view in a simple form and iteratively refined it until this version was created.

step 1

You adopt a dissociated stance. The easiest way to do this is to imagine Waldorf and Stadler from the Muppets show. They look down on the stage from the gallery and sometimes make slightly caustic comments. Your task is now to look at your company from above, as if you were not part of it. See your company on the stage in front of you and take an honest look at this structure.

step 2

Most of our customers found it easiest to start at the top of the model with the triangle in the middle and then work from top to bottom to highlight all aspects. As this is a holistic model, you can also choose the order that best suits your thinking logic. The important thing is to use all scales. The scale for all areas ranges from 0 = less pronounced to 10 = strongly pronounced. Make use of the entire range and place the appropriate cross in each case.

Now that you have looked at the seven areas of the triangle, turn your attention to the three areas of the outer circle.

To broaden the perspective, first pass the model on to a collaborator without your comments and ask them to contribute their view. Then share your views and work out the next steps together.

step 3

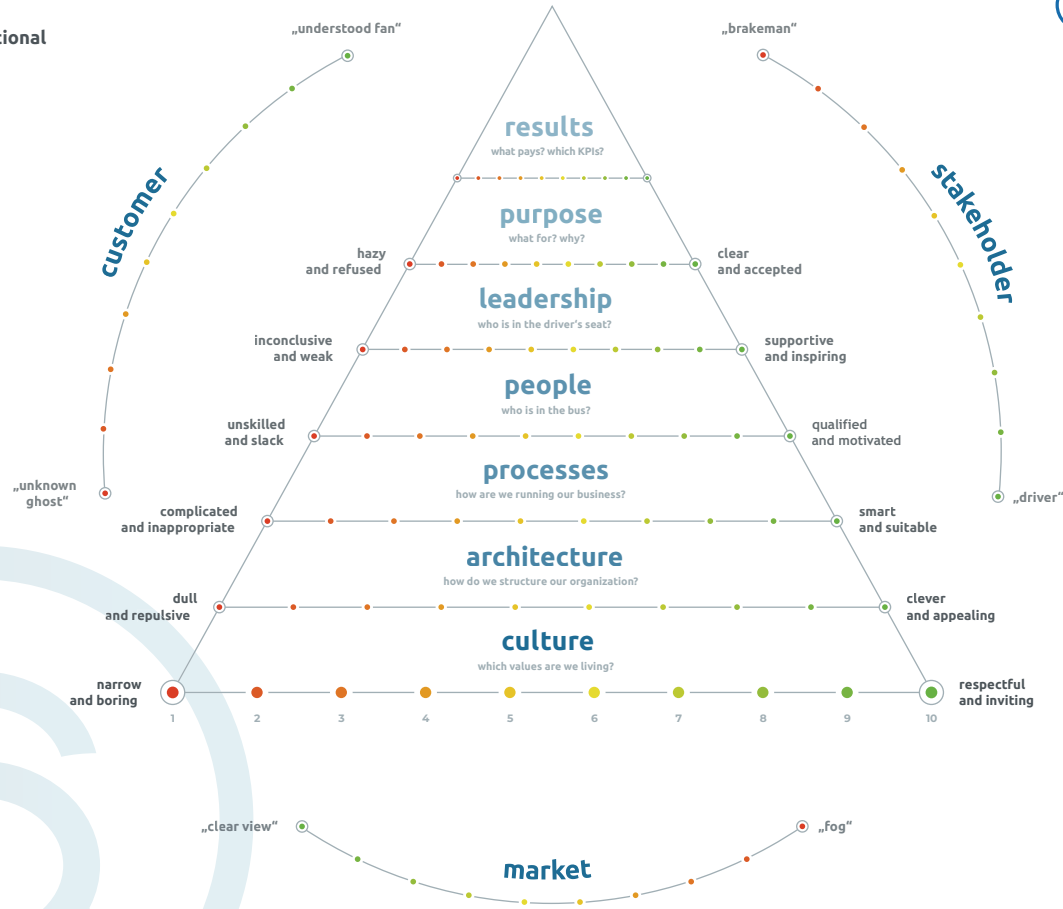
Now use the actionplan and record your findings.

step 4

Derive the developments with the greatest leverage effect. As an entrepreneur, you know: the more concrete, the better!

step 5

Schedule a review after 6 months.





powerful what exactly?

1
2
3



use and boost how?

1
2
3

upgradeable why?

1
2



develop how?

1
2