



INDIVIDUAL DEVELOPMENT

TEAM-DEVELOPMENT

Inner clarity creates outer presence.

VICTORIA BECKERS

I am Victoria Beckers, founder and managing director of Energy through Development and a passionate leadership, organizational, and cultural developer.

For 14 years, I have been supporting medium-sized companies with commercial and industrial employees in initiating and successfully implementing necessary change processes sustainably and with the involvement of the management team.

With a deep understanding of the critical points within an organization and my many years of entrepreneurial experience, I advise and support owners, managing directors, and HR professionals in a targeted and effective manner throughout the entire transformation process. My strong hands-on mentality ensures rapid success, which in turn releases energy for sustainable development.

The leadership team plays a special role in the success of transformation processes: in addition to clear and actively implemented organizational structures and a people-oriented corporate culture, the key to successful change processes is the activation and empowerment of leaders, for whose development we offer a comprehensive training program.

In addition to expertise, experience, and implementation strength, I offer my clients space for trusting, open communication, thus creating the opportunity to identify hidden conflicts and develop effective solutions.

I am the sparring partner with whom companies can position themselves for the future and ensure an organization with satisfied and motivated employees.



GOALS, ROLES, COLLABORATION.

HOW CLARITY BECOMES PRODUCTIVITY & JOY BECOMES COMMITMENT.

THE GOAL IS CLEAR:



Act productively and efficiently as a successful team.

This requires clarity about roles, responsibilities, interfaces, and processes and the individual team members should know each other and be able to rely on each other.

This is the only way to focus fully on achieving common goals.

This ensures a strong and shared team feeling and motivates all team members to take responsibility for themselves and their actions.

In such an atmosphere, creativity, innovation and problem-finding skills can also grow and flourish.

TEAM-DEVELOPMENT OUR CONCEPT.

Our concept for team development, which has been tried and tested over many years and continuously developed, consists of several full-day workshops or group coaching sessions, each of which builds on each other.

1. INITIAL ANALYSIS

In the first workshop, the current situation will be analyzed together. The aim here is to hear the different perspectives of the individual team members and to make them visible in order to be able to identify the concrete areas of tension.

4. RULES OF THE GAME OF COOPERATION

In the fourth step, common rules for communication and cooperation are created based on the knowledge gained and the clear organizational structure. This is also about how asynchronous, or hybrid communication can be made effective. At the same time, structures and processes are created that facilitate communication and collaboration within the team. The conclusion of this workshop is a joint commitment to cooperation in the form of a team contract.

2. PROCESS ANALYSIS

In the next step, we conduct a service blueprint workshop. In this process, core processes are considered together in the team, and it is identified where tensions or even conflicts arise again and why. Participants gain an initial picture of what smoother collaboration (also with internal customers and stakeholders) can look like, and what adjustments need to be made to achieve this. Through this intensive reflection of their own work, the participants gain clear approaches to improving their own work, which are documented in a joint action plan.

3. NEW STRUCTURE

In the third step, the (new) organizational structure is worked out in depth together. Based on the findings from the first two workshops, the organizational structure as well as roles and responsibilities are broken down granularly and a common understanding of them is developed. As a result, all participants gain a high level of identification with the overall task in the team as well as the respective areas of responsibility, responsibilities, and areas of responsibility of the individual roles. Mutual dependencies also become visible in this way. At the end of this workshop, there is a high degree of clarity.

5. AFTERCARE THROUGH RETROSPECTIVES

Approximately 4-5 months after the last step, a follow-up workshop takes place to reflect on the implementation of the process. If necessary, rework is carried out in suitable places. In this way, sustainable team development and thus also sustainable goal achievement can be ensured.

TEAM-DEVELOPMENT STRONG TEAMS MAKE COMPANIES STRONGER.

Sustainable, systemic team development improves team spirit and noticeably strengthens the team spirit.

This creates a trusting cooperation. A clear understanding of the role of all those involved means that each team member can also live out their own role proactively and on their own responsibility.

Clear responsibilities and interfaces within the team, as well as mutual understanding about the distribution of tasks within the team, which are really lived. By strengthening communication and collaboration within the team, a culture of togetherness instead of opposition is created.

This also leads to a confident and competent appearance of the team in the organization.

The individual team members identify with their role, the team, and the company again, are healthier and more motivated. The productivity of the individual increases. Through sustainable and empowering development, employees are able to apply team development methods and optimized work organization independently in the future and without external support.

This also establishes and strengthens the role of the manager and his or her expertise status in the company.

WHAT YOUR TEAMS ARE LEARNING



Systemic team development always leads to a comprehensive and holistic development of your employees, teams and thus also to the entire cooperation in your company.

Through the approach in the individual workshops or group coaching sessions, the employees of your teams develop strong communication skills. They learn how to make clear, binding agreements and thus also prevent conflicts or how to constructively and constructively deal with them in a solution-oriented way. This leads to a sustainable relationship and collegial cooperation. Employees also learn to establish a common feedback culture and thus learn with and from each other in the sense of a common goal.

TEAM-DEVELOPMENT IT CAN CONTINUE LIKE THIS AFTER THAT.

Through joint team development, your team has become efficient again, conflicts have been resolved and roles, responsibilities and processes have been clarified. A perfect prerequisite for dealing with the refinements of hybrid cooperation.

In our Hybrid Collaboration development path, your teams work in parallel in ten stages in a self-organized manner to develop the concrete implementation of hybrid working for their respective teams.

We are happy to support you with know-how and energy for the continuous development of your teams.

CONCEPTS AS INDIVIDUAL AS THE PEOPLE WE TRAIN!

Every person, every team, and every organization has its own individual challenges, background, history, and circumstances.

That's why we don't work with standard solutions, but always with concepts tailored to you, your specific situation, and your goals. Our approach is always as minimal as possible and as much as necessary.

In a free introductory consultation, you can get to know us and our unique way of working: in person, by phone, or via video conference—whatever suits you best.



Your person of contact is:

Victoria Beckers

Email: beckers@energie-durch-entwicklung.com

Telephone: +49 172 90 69 280

Energie durch Entwicklung GmbH

Hufeisen 13 | D-41352 Korschenbroich

+49 (0)2161 93 72 820 |

info@energie-durch-entwicklung.com

www.energie-durch-entwicklung.com