

INFORMATION



Our company works with human processes, training and development mainly in the European trade and industry, but we also have clients amongst municipalities and county councils. The company development of the latest years - with fewer organisational levels and "self-governing" work-groups - has increased our active participation in the whole process of change. Consequently our coun-

selling assignments and achievements have increased. Individual coaching and counselling at processes of change are examples of consultative tasks. Our working with management teams as well as project and working groups of different organisational levels enables us to work visionary as well as operationally.

Martin Appelgren
Managing Director

TOPICS



CRISES AND STRESS

Phases of the crises
How to handle stress
Stressmanagement



MANAGEMENT AND LEADERSHIP

The role of the manager
Decisionmaking
Expectations and demands
Power and motivation
Influence of society
Change Management



ETHICS AND MORALS

Corevalues
Basic principles
Ways of acting



GROUPS

Groupdynamic
How to handle conflict
Resolving conflict



COMMUNICATION

Information in the organisation
Strategy of communication
Conversational technique



PEDAGOGICS

Learning organisation
Methods/models
Presentations technique



HARMONY

A company in balance
Physical and mental health
Keep-fit activities



TEAMDEVELOPMENT

BECOMING A HIGH PERFORMANCE TEAM

Team development is a technique used for stimulating the development of a working group. If the group is recently formed the objective may be to learn to know and understand each other better. For already existing teams it could be about creating new directions and setting new goals. Conflict handling, problem solving and relation development are examples of other areas. It aims at creating joint visions, efficiency and harmony. Some team development actions can be carried out under more easy-going forms in order to receive increased information about each other, while other activities are more aiming at the process. A rather common arrangement is based on a combination of the two methods. As we build on long-term assignments we have experience from, and can carry out, both methods. Making a "happening" may be a first step. Our strength is to continue and take the consecutive steps that are necessary to create an efficient and harmonious team. We look through and work up the development processes that are needed in order to make the individuals and the team feel well and accomplish a good performance.