Mission/Vision and Strategy of GO

Mission: Expected impact

The mission of GO is to increase in organizations social coherence, appropriate role taking, and efficacy in terms of higher performance, awareness, and self-management capabilities. The overall goals are to improve the quality of people's work life in profit and non-profit organizations, to optimize human and environmental resources and to enhance profitability and sustainability of its clients. GO mainly engages in „Soft Engineering", meaning that it focuses on the social processes and roles that relate persons and leaders to their organizations and to other persons or groups of persons.

Vision: Future results

GO is known for facilitating custom-tailored and standardized quality processes in the fields of Leadership Development, Change Management, and Coaching for important global companies, governmental organizations as well as for internationally operating NGO's and medium sized companies. GO is recognized for operating in an international network with partners in Europe, Asia, USA and South America and linkages to best-qualified consultants.

Among the client organizations GO enhances some of the following conditions:

> ➢ The creation of a learning organization is supported by measures improving internal and external communication, by appropriate risk taking and risk analysis, by combining private learning interests of the individuals with the learning tasks of the organization, by fostering a convenient working atmosphere, and by strengthening the capabilities to create visions and to bring them to reality.
> ➢ Differences of interests, which usually are important reasons for destructive or hidden conflict enactment, are addressed and turned around to become the motors of development of the organization's efficiency.
> ➢ GO facilitates measures or actions that are leading to more widespread or deeper efficacy, to higher efficiency, to a further importance of customer relationship, and to a greater sustainability of activities and investments.
> ➢ Systemic thinking is fostered helping people to understand the patterns that connect their organizations. Mental set-ups representing the organizational system are explored, and organizational dynamics are analyzed, qualified and changed, if need be.

Examples of key results in leadership development are:

> ➢ Time previously used by leaders on all levels for destructive conflict enactment is reduced because of a higher sensitivity for factors affecting the coherence of the organization. This

is ensured due to increased capacities in dealing with difference and in managing hot and cold conflicts. It is anticipated that leaders would gain 10-20% of their working time.

➢ Strategic alignment of leaders is achieved by facilitating a skin-deep understanding of the leaders' roles within the organization, by sustaining a comprehensive internalization of the company's values, missions, and strategies, and by the creation of a social climate supporting individuals' and groups' resulting towards the organizational goals (strategic alignment).

➢ Strategic thinking is taught and awareness created that helps to steer the whole instead of managing one's own kingdom only.

Strategy: Choices to produce the results

Programmes

GO leads Change Management Processes, provides Leadership Development Programs internationally and interculturally, and engages in coaching key personnel towards best performance.

Potential Clients

GO's clients are nationally and internationally operating profit- and non-profit organizations. Potential clients are companies or individuals searching for a partner able to provide leadership exposure, best practice sharing, and structured support in change processes or conflict management assistance.

Client Expectations and Quality

High quality services are our primary focus; therefore our staff members provide language skills and experience with the necessary cultural as well as a broad methodical background of experience. All staff members and associates participate in GO's specific methodical skill training. In addition, they reflect regularly upon their role, which they take up in their work with clients to understand the patterns that connect them with the clients system from a meta-view perspective. The information generated through this process of reflection will be provided to the client system in the form of hypothesis so to increase awareness.

Also all staff members aim to serve as role models for designing successful and sustainable relationships. They show examples of how to deal with conflicts constructively and of how to use information from conflict situations to improve the organization's functioning.

If possible all programs are being lead in an internal/external mix of consultancy. This ensures a quality cultural link between the client organization and the GO services.

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