

Learning is doing

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Hands-on advice, supervision, assessment & coaching of managers

On-boarding of new managers is often a risk, in particular within a succession plan. A hands-on advice by an experienced senior manager, entrepreneur and board member, meanwhile free of any ambition on his own career could be useful in such situations.

In a flexible and short-term mission, we could supervise, coach and assess new managers on their new role and responsibility in close harmonization with the stakeholder.

Reinventing Organizations

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A change of paradigms from past to future organizations

*Current organizations are **impulsive** (law and order), based on **conformists** (hierarchical) or **performance** driven. Order and conformity prevent from innovation and good ideas, hierarchy cannot deal with complexity in the present disruptive environment so new organization structures are needed.*

***Organizations** could be **reinvented** into a **pluralistic** and **evolutionary** form, **culture** and **value** driven. **Self management** by distributed competency and authority, **wholeness** of the employees to let them integrate themselves as well as **evolutionary objectives** rather than fixed goals are the key elements of the pluralistic organization.*

*By using the methods **Dynamic Facilitation** and **Design Thinking**, the participants compile a new form to reorganize their work.*

Dynamic Facilitation

Dynamic Facilitation

A systemic method to solve complex problems or conflict situations

***Dynamic Facilitation** is a systemic method often applied to change dynamical systems like teams, projects and organizations. It offers space to participants to exchange all of their views and opinions rationally and emotionally without being blocked by a strict standard or guidance. By creating choices this method allows the appearance of spontaneous results (emergence).*

***Dynamic Facilitation** enables participants to rearrange their thoughts and emotions especially in complex tasks or in conflict situations to find a creative and trustful solution. Dynamic Facilitation means to solve conflicts by releasing creativity.*

Design Thinking

Design Thinking

An iterative method to transform organizations and inspire innovations

***Design Thinking** is an iterative method to inspire innovations or change organizations by integrating users or customers in a very early stage. The complexity of the problem will be disassembled by gathering all aspects thus widening the problem space. Deviated from this assembly a need finding analysis will be elaborated and executed. That will lead to the first approach of a solution which will be narrowed within the solution space by prototyping iteratively, to be verified by the user. Every phase will leave space for several iterative steps until the encouraging solution will be created and tested by the user.*

***Design Thinking** enables the participants to put themselves into the position of a user or customer. The early integration of clients helps to find the needs in an empathic manner. By an iterative way of trial-and error the group is heading towards the solution that will satisfies the client's need rather than dictating what the need of the client has to be.*

Edgar Bernardi

Edgar has an outstanding international business career and extensive experience. His passion is to share all his perceptions, conserved influences and involvements now with young, curious and engaged people which are willing to align their view and values with his subsequently gained knowledge over years instead of just try to copy it.

Edgar is still an active and agile board member, focused on digital transformation and Cyber Resilience, has been a dynamic and result-oriented operational manager and is hands-on, empathic with intercultural & social competence.

Based on his education on *Design Thinking* at the Hasso-Plattner-Institute in Potsdam, Germany, he already navigated quite some teams through stormy waves, finally reaching the bank.

