



**onion:** *leadership  
and team  
development*

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• **Company portrait**

I have learned, and I am fully convinced of  
the fact, that as human beings – and this applies  
equally to organizations – it is in our nature to grow.

For if we cease growing, we are either  
at dying or being suffocated.

based on a quote by Virginia Satir

*Change – to grow, to develop – is the aim of many. But few are willing to face the fact that the path to change is often a stony one ...*

Together we will help find the best way for you to achieve change. And we will assist you, first in defining your goals, and then realizing them.

## Work focus

### Leadership development

Empower people to fulfil their role as management professionals:

- Leadership training
- Management development programmes
- Leadership coaching (individually or in group)

### Team development

Support managers and teams in creating the conditions for effective teamwork by:

- Facilitating team development workshops
- Moderating conflict resolution
- Coaching managers to answer questions concerning the development of their teams

### Organizational development

Facilitate organizational change processes:

- Introduction, development and control of guiding principles
- Develop strategies and conduct target-setting processes
- Cultural development processes

## Our working philosophy

Development is for us a process of discovery, in a field often consisting of opposing forces. We incorporate existing resources and involve all concerned parties, inspiring and training them to progress independently. The goal is to achieve lasting change, and in partnership with you, we pursue it with care and persistence.

*... to develop integrated processes, through all their ups and downs, constructively and effectively – that is our challenge, and our expertise.*

## People

Markus Kaiser, dipl. Psychologe IAP, SNP HWV; management consultant in co-operation with various specialists, including other partners within the onion: *consulting network*.