

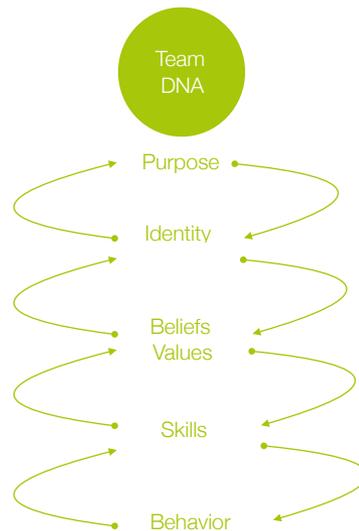
## > Performance by Empowerment

High performance teams deliver. Their actions lead to the results that are expected of them. Or even better. Actions and results are expressions of behavior in a specific context. That's why we focus with all NAVO Team Empowerment activities on the relations of behavior and context.

## > Performance by Empowerment

### > NAVO focus of empowerment - Team DNA

What make teams unique? The mix of skills, values, identity and purpose.



Behavior in a team is directly related to the competencies available in the team. This is precisely where many classic team development approaches come in - trying to improve team performance purely at the level of skills.

We know from our many years of experience: Team behavior only improves sustainably if the interdependencies between competencies, beliefs, values, identity and purpose - the entire team DNA - is coherently integrated into the process of team development.

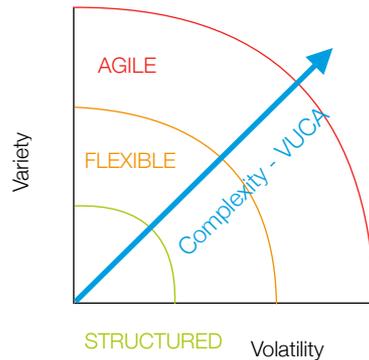
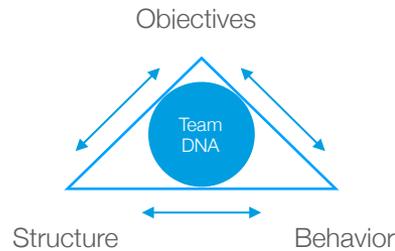


## > Performance by Empowerment



> NAVO focus of empowerment - Relation to the context

The art of coherently orchestrating the triad of goals, structures and behavior.



High-performing teams succeed in two ways. On the one hand, they combine realistic goals, functional structures and appropriate behavior in a way to achieve exceptional results. On the other hand, they review this interaction on a regular basis. In order to improve themselves in a context-related manner.

This dynamic alignment of goals, structures and behavior in relation to the context is the secret of high-performing teams. The speed and extent of the adjustments depend essentially on the environmental complexity the team is working in.



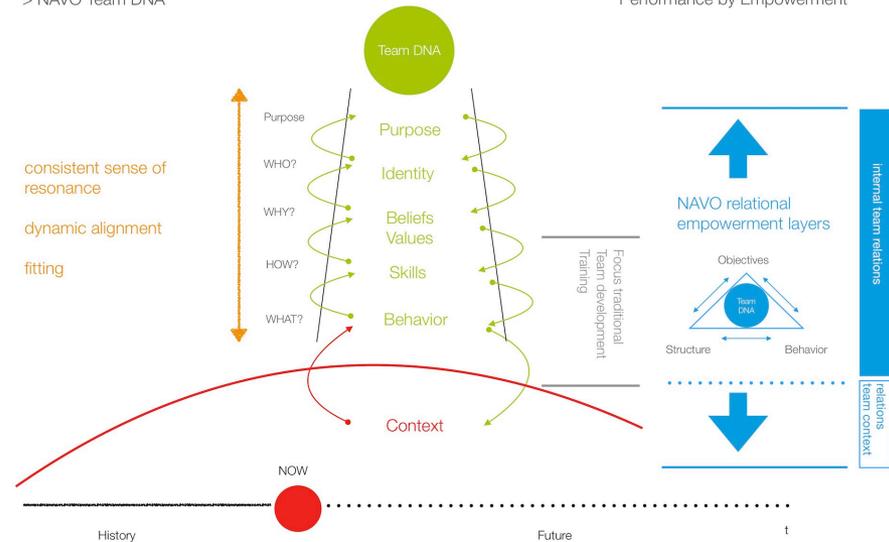
> Performance by Empowerment



> Performance by Empowerment

NAVO Team Empowerment significantly expands the impact of teams. The systemic pattern analysis of the team DNA gives helpful insights about the way teams manage their relations - internally as well as externally. Strengthening functional patterns and reducing / eliminating dysfunctional team patterns increase the team performance significantly.

> NAVO Team DNA

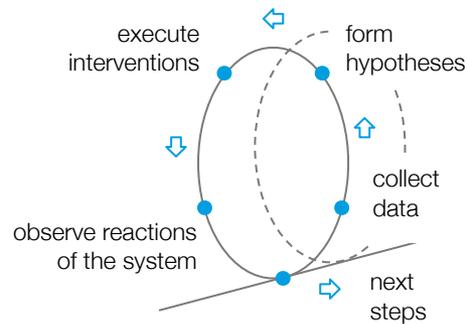
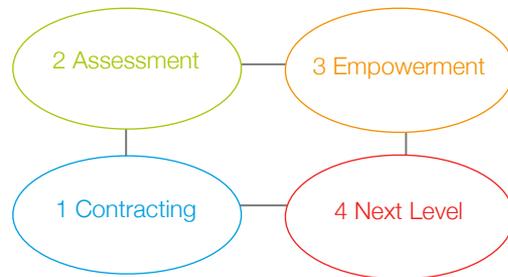


This is what we mean by Performance by Empowerment.



## > Performance by Empowerment

> NAVO approach - consistently systemic and strengthening  
A perfect fit - turning employees into high-performing collaborators.



With each client we clarify the mission from four objective dimensions. In the team assessment, we analyze the team from the perspective of the team DNA and the context. Based on our hypothesis, we design the tailor-made package of interventions to increase team performance. In each development step, we evaluate the successes and recommend concrete follow-up actions. Team empowerment processes are highly effective - especially when the setting is long term focused. The development loops, that consistently build on one another, enable sustained optimal team performance.





> NAVO Team Empowerment Services at a glance

INSTANT	INTENSE	MULTI IMPACT	CUSTOM MADE
Solution-oriented short-term team consulting for acute team concerns	Effective strengthening of the team in one day	Sustainable strengthening of the team for excellent team performance with high impact	Team empowerment package tailor-made - maximum impact through optimal adaptation of interventions to rapidly changing team contexts
4 hours	8 hours	1.5 to 3 days	regularly according to plan
Urgent issues	Entwicklungs-Themen		
<ul style="list-style-type: none"> <li>acute and urgent</li> <li>- Communication</li> <li>- internal Cooperation</li> <li>- Conflicts</li> </ul>	<ul style="list-style-type: none"> <li>- Optimized intra-team collaboration</li> <li>- Roles and Responsibilities</li> <li>- Future / Strategy</li> <li>- Team culture</li> <li>- Agility</li> <li>- Conflicts</li> <li>- Error culture</li> <li>- Resilience</li> </ul>		
	<ul style="list-style-type: none"> <li>- Communication</li> <li>- Transformation</li> <li>- Collaboration across teams</li> <li>- Performance increase</li> <li>- Purpose and attitude</li> <li>- Systemic basics</li> <li>- Appreciative interaction</li> <li>- Management culture</li> </ul>		





## > NAVO Team Empowerment Tools - for even faster effect

### > Team Tracker

The NAVO Team Tracker is an online tool for regular context-specific team diagnosis throughout the entire team development process. With the help of the Team Tracker, development foci become quickly identifiable and progress in team performance visible.

### > Team Shadowing

During team shadowing, NAVO observes the team under everyday conditions in the behaviorally relevant environment. During the shadowing we always stay in the background and give the team a differentiated feedback based on our observations.

### > Bulletin

The NAVO Bulletin is a detailed, written team diagnosis based on our observations and analysis, either in advance of a team empowerment process or after a team activity. Each NAVO Bulletin contains specific recommendations for the respective leader to further strengthen the team.

### > Systemic Constellation

The method of systemic structural constellation is a highly effective multifunctional tool. To recognize patterns and dynamics. To prevent unwanted interactions at an early stage. And to simulate dynamic processes in the face of complexity – for the right decisions. In a team context, structural constellations are especially helpful for solving conflicts – within teams as well as between teams.





> NAVO Team Empowerment - Customer Perspective

Collaborating with NAVO means developing the team effectively and  
shaping the future together with joy!

Dr. Karl-Werner Leffers  
Managing Director UCB Deutschland



## > Empowering people in dynamic relations

NAVO Consulting is the systemic management consultancy for transformation management and organizational development. For us, every company is unique. That is why we do not give ready-made answers.

We develop highly effective solutions for each situation and context. Together with you, we align our interventions perfectly to your situation. We bundle all relevant forces in your organization in a highly effective way to generate sustainable success and competitive advantage. Because at the end of the day, only success counts. Just like at the beginning.

That's why companies like W.L. Gore & Associates, EON, Linde, UCB, Bayer, Janssen Cilag, Metro, Alstom, Pro7Sat1, Rohde&Schwarz or Grünenthal benefit from the experience of NAVO Consulting in transformation and development processes.

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