

CCG COOPERATIVE CHANGE GROUP

WHO WE ARE AND WHAT WE DO



CCG is an organizational consultancy focused on complex change, emerging from strategic initiatives in large and medium-sized organizations.

We support top management and leadership teams in finding solutions how to address complex change challenges in a cooperative and agile way. We integrate strategy, culture, engagement and leadership navigation as the core disciplines required for making change happen.

Our holistic view on organizational dynamics, a close cooperation with the key players of organizational change and our agile way of working create the momentum and energy needed for change programs and change initiatives to succeed. The focus is on mindsets and key behaviors as well as on routines and rituals framing them into a new direction.

Typical challenges we address are:

STRATEGIC ALIGNMENT

Strengthen the competitiveness and sustainability of organizations

REORGANIZATION

Creating new set-ups for fundamentally transformed operational designs and models.

INNOVATION AND RESILIENCE

Increase agility and adaptability

HIGH PERFORMANCE

Strengthen the forces that make organizations successful

CULTURE

Strengthen organizational collaboration and cooperation

LEADERSHIP

Unleash positive energy and develop organizational potential

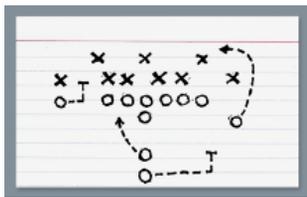
We apply proven and established methodology and tools from the field of process and expert consulting and are well acquainted with management innovations that go beyond traditional forms of steering and governance.

Comprehensive management experience, multi-disciplinary practices brought together under the umbrella of a consulting cooperative provide unique resources for conceptualizing and implementing change.

Bringing together strategists, experts and management consultants with seasoned experts for leadership and organizational development provides a unique advantage for our clients. Together we can develop and implement solutions with rapid prototyping and agile project management with impact and sustained success.

OUR PORTFOLIO OF SERVICES

You want to get going. You want to keep moving. You might be stuck. With our services we support the initiation and successful implementation of organizational change. On the basis of our long-standing experience with design and delivery of change interventions, we combine activities from four fields:

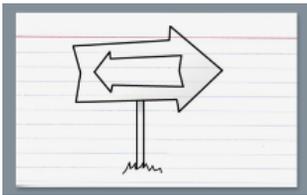


STRATEGY

At the end of the day its all about turning strategy into action. We deliver:

- Strategy adaptation tools
- Dialogue formats
- Strategy App
- Strategy workouts
- Storytelling formats

- Strategy Heat Map & Sparring
- Strategy Process & Competencies
- Re-Organization
- The Secret Link

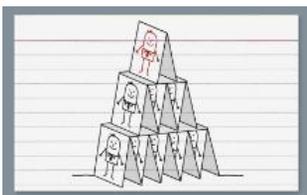


NAVIGATION

Steering complex change requires a well designed roadmap and change cockpit. We deliver:

- Change impact and readiness analysis
- Definition of key levers
- Change architecture
- Regular pulse check .

- Company Fitness Check
- Change Diagnostics
- Change Roadmap
- Change Cockpit

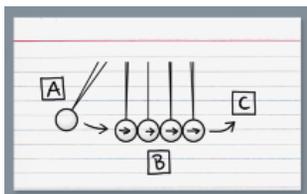


LEADERSHIP

Leading the change requires role-modeling and inspired leaders that pave the way. We deliver:

- Coaching
- Training
- Toolbox with hands-on tools ready for use
- Leadership Communications

- Leaders of Change
- Leadership Culture
- Mirroring
- Leadership Development



ENGAGEMENT

Change only makes sense if people are engaged and connected. We deliver:

- Engagement formats
- Innovative learning solutions
- Workshop cascade with team summits on all levels
- Employee communications
- Change Agent Networks

- Sense Making
- Change Learning
- Change Communications
- Mobilization, Engage for Change

There is always a reason to change. While we keep an eye on your business needs, we also focus on the behavior side of your organization. You benefit from us combining experiences and knowledge of all the key players involved in the change. **GET IN TOUCH: info@cooperativechange.com**