



Making  
CHANGE POSITIVE



## **EVERYONE HAS A PLAN UNTIL THEY GET PUNCHED IN THE FACE!**

*Mike Tyson*

Everything we do is based on the belief that successful people not only pursue a goal, but also have a reason for their actions. We believe that you can increase your impact when you find your "why" and take responsibility for it. To accompany our clients on their journey, we prepare for each appointment professionally, just as a competitive athlete prepares for a competition. So if, during our work together, it becomes apparent that the situation is different than expected, we use our creativity and experience to spontaneously take a different path. But the focus remains the same.

**Our goal at Tree Consulting is to create an environment where learning and development are not only possible but also sustainable.**

We understand that change takes time and that every small step counts. That's why we focus on long-term partnerships based on trust, respect, and a shared commitment to progress. Guided by the 70/20/10 principle, we work to ensure that our clients not only achieve their goals, but also have a positive impact on the people and communities around them.



## CHANGE SUPPORT FOR TIMES OF TRANSFORMATION

**Ready for a fresh start that will broaden your horizons and unlock your potential? At Tree Consulting, we not only inspire a spirit of optimism, but also enable people and organizations to break free from outdated patterns and take full responsibility for forging new, sustainable paths. We are at your side to shape the transformation with clear objectives, shared responsibility, and sustainable change. Join us in embarking on a future in which we lay the foundation for lasting success through a willingness to change and a spirit of innovation.**

## RESULTS

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**01**

Active promotion of “towards” and “away from” motivation for balanced driving forces.

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**02**

Experienced a spirit of optimism and profound transformation that motivates people to break new ground.

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**03**

Continuous and professional support for top management throughout the entire transformation process.

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**04**

Identification and adoption of key projects by employees with full responsibility.

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**05**

Letting go of old habits and courageously developing new, goal-oriented practices.

Our successes at Tree Consulting reflect tailor-made strategies that are tailored to the specific needs and circumstances of each client. Therefore, actual experiences, results, and progress may vary from case to case.



## OVERVIEW OF THE PROCESS

Our program is based on the change curve, which depicts employees' emotional reactions to change. The aim is to ensure a smooth transition to the new situation.

### PREPARATION

- In the first step, we develop a deep understanding of the current and target situations so that we can design a completely customized solution.
- Exclusive evaluation of the current and target situations for the client.
- What challenges is your team facing?
- Clarification of the framework conditions:
  - Company vision
  - Company strategy
  - Market

### WORKSHOP-DAY #1 – new awareness

- **INTRODUCTION TO THE PROCESS**
  - Explanation of the change curve
  - Input Session
- **SURPRISE & REFUSAL**
  - Role-playing games and activities
  - How has the change gone so far?
- **IMPLEMENTING THE CHANGE**
  - Reflection on problem areas
  - Discussions and group exercises

### WORKSHOP-DAY #2 - change & acceptance

- **TRY IT OUT & GET INVOLVED**
  - Try out solutions and develop a commitment to change.
- **FUTURE WORKSHOP**
  - Strategies for consolidating change

### FOLLOW-UP

- Joint review of deadlines
- What measures do we recommend to help you achieve your goals?
- Photo record of the results

### WORKSHOP QUICK FACTS

**Result:** In a short period of time, you will acquire the tools you need to manage the change process.

**Duration:** from 2 days

**Participants:** By arrangement

**Costs:** Daily rate €2,300 (plus design costs and applicable VAT)



# THAT'S WHY TREE

Our core business is the holistic transformation of organizations. With this experience, we take a data-driven yet people-oriented approach to the heart of every company: its employees. We are optimistic about the future, believe in the sustainable and digital innovative strength of small and medium-sized enterprises, and see transformation as an opportunity for a successful European economy and a society worth living in. Driven by this conviction, we support companies with good concepts, creative ideas, and effective product and service solutions to become successful and resilient organizations. In doing so, we also draw on our unique network of top experts from business and science.

TRANSFORMATION EXPERTISE – FOCUS ON SMALL AND MEDIUM-SIZED ENTERPRISES – OPPORTUNITY-ORIENTED APPROACH – PARTNER NETWORK

Let's get started together.



I am happy to be available for a  
non-binding conversation.

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Executive Manager

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