

Change to grow.

Organisational consulting and personnel development
- from strategy to implementation.

organisationen anders gestalten.*

Or.an.ge. Consulting GmbH enables companies to utilise the chances for growth and further development that are present in the dynamic market. From strategy to implementation, we are happy to be your partner for holistic organisational consulting and personnel development.

Markets are living systems that are in constant movement. This dynamic influences all of the internal processes of a company and affects all of the people who work there.

As learning organisations, companies need to remain flexible and adapt to changing circumstances. People in companies are challenged to constantly re-invent themselves and to use change as a growth impulse.

Orange Consulting allows managers and employees to perceive this change as an opportunity, in order to achieve the greatest possible added value for all involved.

We advise and support you throughout the process of shaping your organisation differently, so that your company can position itself successfully in the market and continue to develop well in the future, even under difficult conditions.

* The Company title "organisationen anders gestalten" literally translates into English as "shaping organisations differently".

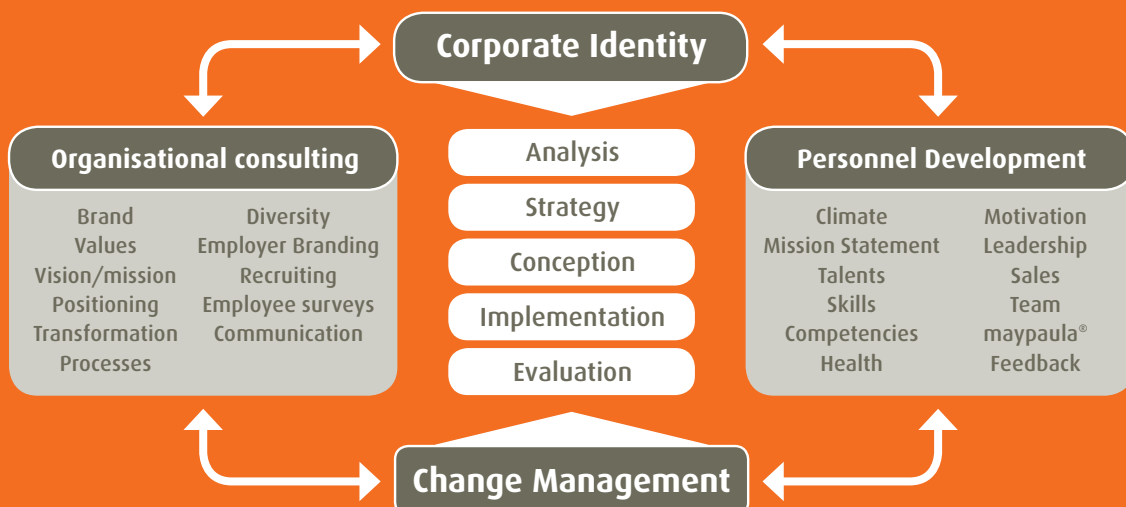


*Life consists
of movement.*

Aristotle

Our portfolio

- Strategy development and top management consulting
- Shaping and optimisation of structure and processes
- Conception and realisation of corporate culture measures
- Control of mission statement processes and Corporate Identity projects
- Consulting and support for internal communication
- Facilitation of transformation and change management
- Identity-shaping personnel management – from employer branding to HR development for management, sales, personality and team



→ Corporate Values

Orange is more than a colour

The colour orange stands for joy, energy and optimism. These are qualities that also characterise Orange Consulting: We are optimistic, committed, passionate and motivated. Our way of shaping organisations differently expresses the values and guiding principles with which we realise projects for you.

Our consultants are mature personalities who not only have comprehensive personal and professional experience and excellent qualifications, but who can also bring their own management practice into the project, in co-operation with your organisation.

Every Orange consultant works passionately with expertise and dedication for you and your concerns. In a way that is satisfying for you – and for us – and ultimately achieving the best results for all involved.

Our analysis, concepts, workshops, training and coaching sessions are individual measures that have been designed with passion and enthusiasm, which are fun and which inspire and leave long-term impressions. We go way beyond our mandate, and our Orange style stays in the memory.



Transformation can only come from the transformed.

Søren Kierkegaard

→ **Optimistic**

We are firmly convinced that change is possible. We believe that people essentially have good intentions and we are sure that every employee in principle acts reasonably and purposefully to achieve common goals, and can show full commitment.

→ **Open-minded**

We say what we mean, with no 'beating about the bush', but always with the common interest in mind, so that our customers can move forward. We are open to different personalities and opinions. We live and love diversity.

→ **Original**

Our special blend of competence, clarity, human communication, motivation and courage is unique. We enjoy our work, which also pleases our customers. We bring Orange into our joint project!

→ **Optimal**

We work together with our customers on their vision, mission, strategy and goals, and stay with projects until they are integrated into the everyday working life of the managers and staff affected. With our consistent systemic approach, we ensure that all of the measures are ideally coordinated and executed to the finest detail.

→ **Organised**

All the steps of our co-operation are co-ordinated with you, and we will offer advice and support in a results-oriented and transparent manner. We cultivate an exemplary level of internal communication and are very well-networked. This puts us in a position to help you quickly at all times.

→ **Outreaching**

We do our utmost to ensure that we achieve the agreed goals with our customers. We are characterised by courage and proactivity. That is why we do not hold back from asking questions, demonstrating connections and providing recommendations that are conducive to the objectives. We accept that this can sometimes be strenuous. Our commitment is to serve you!

→ Organisational consulting

Facilitating change

Orange Consulting advises and supports companies holistically in positioning themselves successfully and sustainably in the market, by developing the necessary strategies and implementing personnel and organisational development with practical measures.

We support your process of change systemically, and in all strategic organisational decisions we keep an overview of the mutual influences and dependencies of the four central strengths of your organisation (strategy, people, culture, structure). Only when all of the aspects of an organisation are co-ordinated, like the moving parts of a hanging mobile, is it possible for the personnel in the organisation to act in a focussed and targeted manner.

During the process we advise and support you with discernment and sensitivity. Together we create the prerequisites for successful and sustainable growth.





*Only those
who accept change
can also grow.*

Paul Wilson

Well organised for the future. Optimally set up for transformation.

→ In close consultation with the management team, your decision-making panels and your own organisational development personnel, we are your co-operative partner in fundamental matters concerning the further development of your company.

→ Successful companies use the opportunities presented by the winds of change by orienting themselves as learning organisations. To ensure that your company can stand up to the dynamics of the market, we create – together with you – the prerequisites for the sustainable and profitable future of your company. From strategy to implementation, we are glad to be on your side, strengthening your hand.

→ We support you in formulating a motivating vision, a clear mission, coherent company and management principles and unambiguous goals. This allows you to give all employees firm support and orientation to work together in the same direction, thus helping your company to position itself powerfully and clearly in relation to the competition.

→ Personnel development

Succeed in change

Loyal and committed management staff, as well as motivated and qualified employees are at the heart of every organisation and the most important of all resources. The conduct of your employees defines your Corporate Identity and the sum of all individual performances makes your company strong.

By investing in a personnel policy that is tailored towards organisational development, you can put your managers and staff in a position to show full commitment to the common company goals.

In close co-operation with your personnel managers and other individuals responsible for the development of your employees, we advise you in creating a far-sighted personnel policy.

Using constructive dialogue, we will find well-considered and pragmatic, individual approaches for your key personnel management and personnel development issues. Orange Consulting conceives and realises practice-related, individual performance measures for managers and sales personnel, as well as personal and team development.



*When the winds
of change blow, some
build walls – while
others build windmills.*

From China

Taking powerful steps forwards. Optimistic and qualified for growth.

→ With integrative personnel management measures, Orange Consulting allows your management staff to practice jointly-developed management principles. We convey to your managers at all levels the necessary competencies for acting as managers and leaders, and we communicate in an appreciative, future-oriented management style.

→ Orange Consulting helps your salespersons and those employees with customer contacts to see themselves as brand ambassadors for your company. They act proactively and in a customer-oriented and success-

focussed manner for the common interests of the firm. In this way, you can achieve long-term customer relationships and satisfying profits.

→ Our typical identification with the task and the authentic enthusiasm for our joint project is inspiring. We appreciate people's individuality and we enjoy working with different personalities.

→ Using creative team development measures we help to awaken a joy in co-operation, while releasing tension and grievances.

→ As experts in communication, we support you in embedding your investment in personnel development into appropriate internal communication. This helps your employees and managers to see taking up the offer of further training as a constructive opportunity, which will encourage a positive working environment.

→ Personal development

Dare to change

The capability of working together and being jointly successful is a key skill that all people in a company need, irrespective of their job or position. With increasing complexity and ever shorter time-frames, flexibility and empathy are essential factors for survival.

Those with good knowledge of human nature can adapt more easily to people and new situations, act more quickly and overcome resistance. Approaching new things openly, making connections and forming relationships requires understanding, empathy and confidence.

“maypaula® – The Enneagram in Business” offers sustainable and effective possibilities to expand social and personal skills and helps

individuals to shake off their habits and adopt change as an opportunity, using it constructively for inner growth.

The “enneagram” is a personality-typing profile that demonstrates people’s different perception based on nine personality types. In an easily understandable manner, maypaula illustrates how the thinking, feeling and acting of the nine personalities is expressed in

their working styles, and what effect this has on daily co-operation in everyday working life.

maypaula provides deep insights into typical behavioural structures and shows ways in which to better utilise talents and skills.

You can read more on our website www.maypaula.de




Type 1
Perfectionist




Type 2
Giver



Type 3
Performer



Type 4
Individualist



Type 5
Observer



Type 6
Sceptic



Type 7
Optimist



Type 8
Boss



Type 9
Mediator



*Whoever lives,
loves transforma-
tion and change.*

Richard Wagner

Open to personal development. Motivated and interested in working together.

→ Building on the company goals and the personnel concepts developed as a result, we support teams and individuals in their personal development. Using individual and team coaching, we encourage and enable your staff to reflect on themselves, we help to bring clarity, to overcome personal obstacles and to withstand resistance.

→ The knowledge gained from maypaula will provide your employees with better mutual understanding and promote a positive working environment, meaning that productivity will increase by itself due to added humaneness and space for intrinsic motivation.

→ It is proven that working with the enneagram increases emotional intelligence, improves interpersonal competence and accelerates exchange between employees and managers.

→ An individual is better able to perform when they can develop their full potential. A group, as a synergistic sum of individual performances, achieves better results when diversity is seen, appreciated and utilised. That in turn strengthens your company from within and makes it resistant to the wind and weather of the market.

* maypaula was developed by Simone May, Managing Director of Or.an.ge Consulting GmbH, and has been deployed since 2009 as a method for personal development in coaching and intensive training. "paula" is an acronym and stands for the German words for personality, working style and performance activation. The book about maypaula, "Typisch — So verstehen Sie Ihre Chefs und Kollegen mit dem Enneagramm" ("Typical — How to understand your boss and colleagues with the enneagram") was published by Claudius Verlag in 2014.

We look forward to working with you!

Our business premises are located at the heart of Cologne, within walking distance of the Cathedral and the river Rhine, with an underground station and car park directly beside our offices. Come and visit us! Further information and dates of upcoming events can be found on our website.



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