

# Leading Effectively After a Restructuring

New Team. New Leadership. New Roles.



## Why

After a restructuring, many things are different – structures, responsibilities, sometimes even familiar faces. Leaders and teams are faced with the task of becoming effective in this new reality: providing orientation, building trust, and shaping communication.

For change to turn back into stability, it requires dedicated time for clarification, dialogue, and development.

## The Concept

We support teams and leaders in understanding, accepting, and jointly shaping the new situation.

Our work combines systemic reflection with practical implementation to create energy and clarity.

We create spaces where what remains unspoken yet impactful can be addressed, and where concrete next steps are developed. In this way, change becomes a phase of learning and shaping — not a burden.

## Format

- Combined team workshops and leadership sessions
- On-site or digital — as individual sessions or as a process over several weeks
- Variety of methods: facilitation, coaching, feedback and dialogue formats
- Optional: individual coaching to support leaders

## Who for

Leaders and teams in phases following a restructuring, merger, or role change who want to re-establish orientation, trust, and effectiveness.

## Content

- Clarification of roles, responsibilities, and expectations
- Updating working, decision-making, and communication principles for the new constellation
- Dealing with uncertainty, pressure, and resistance
- Strengthening trust, feedback, and collaboration
- Working with transitions: honoring departures and making losses visible
- Redefining the leadership role — becoming capable of action and visible

## Our Approach

We begin with a joint clarification of the mandate: We analyze the current situation, identify the specific challenges, and jointly formulate clear objectives.

In a kick-off session, we develop a tailored approach model aligned with your organization, culture, and pace. We clarify:

- Which topics and stakeholders are central to success?
- When and how do we communicate? Who will be involved at what stage?
- How do we create the highest possible level of acceptance and transparency?

We design change as a learning process. Hypotheses are tested, experiences are incorporated, and approaches are adapted. Because in every transformation: not everything goes according to plan — but much can be actively shaped.



## Contact

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