

thyssenkrupp Academy

Customized Solutions for Teams and Organizations



thyssenkrupp



Beyond programs –

our offerings for teams and organizations

Most of you know our thyssenkrupp Academy's engaging and cutting edge program offerings for individual participations. But did you know that we support entire teams and organizations on their transformation journey, as well?

Together with you and/or your leadership team, we design and conduct specific solutions to tackle the challenges of your teams, departments, production sites, business units or segments. And there is no "one size fits all": Our highly customized services range from small but powerful interventions to broad initiatives, from e-learning productions to workshops to entire transformation processes. Always in the spotlight: Your specific business challenge and your sustainable business success!

On the next pages, we invite you to explore selected success stories of our client solutions on some of thyssenkrupp's currently most pressing organizational challenges: Performance Culture, Digital Transformation, Customer Centricity, Agile Organization and Business Model Innovation. All those proved to be impactful, however, sensitively designed with a measured approach.

Good to know: Most of our existing programs for individuals can also easily be organized as closed-group interventions for your business or specific teams. Get inspired and explore all programs at: www.thyssenkrupp-academy.com



Dr. Janin Schwartau

Head of
thyssenkrupp Academy



What is your challenge and how can we support you to bring your business to the next level?
Have a look beyond our programs!

Some Business Challenges we are currently working on ...

Performance Culture

We are operating in a world that requires businesses to manage growth and performance at the same time. We can support your business to build the organizational capabilities for sustainable performance – in terms of leadership, strategy, customer approach, operations, innovation, etc.

Agile Organization

Numerous solutions for enhancing organizational agility have evolved, and it is quite challenging to work your way through the jungle for the specific solution that is right for your business. With our programs we help you identify and customize the agile organizational set ups, methodologies and tools that move your business forward.

Digital Transformation

Developing and driving digital business is a matter of technology, but it also requires an organization that can continuously adapt and evolve and it requires the right people skills. We can customize your digital transformation journey with you, giving inspiration on technologies and organizational practices and helping you upskill your people in current digital skills.

Business Model-Innovation

Our constantly changing market environment is putting pressure on our businesses to permanently adapt our strategy, products, processes and business approaches. Our programs give you insights on how business model innovation works and how continuous business renewal can be built into your business system.

Customer Centricity

More and more, customers are uncompromising in demanding quick and competitively priced customized solutions. We support you in building an organization that puts your customer in the center and help focus your people and processes on an outstanding customer experience.

Team-Workshops

Are you in need of a quick intervention for your team, such as a project kick-off, a leadership team retreat, a team workshop,?
Together we can design something that will fit your situation.



Performance Culture

? How can you sustainably increase performance by elevating organizational capabilities to the next level?

With our “Futureproofing the Organization” approach, we support your business in building the organizational capabilities required to be successful now and in the future. With this “learning by doing” approach, you can put real business challenges in the center and solve these with new organizational capabilities. It is the customized KPI driven transformation journey for your business.

For example, we supported a production site (~230 employees) going through the steps of diagnosis, exploration, target development, action planning, piloting and employee upskilling.

As a result shop-floor productivity and employee satisfaction was increased substantially.

Sample
Project

#DrivingPerformance #CapabilityBuilding #Learning-by-doing

Check out these inspiring sample formats or programs to get an idea of how a solution for you could look like:



Enabling Breakthrough Performance (Learning Expedition)

Take your management team on a journey to experience current best performance practices from peer companies and thought leaders and develop a plan on how to improve your business’s performance capabilities.



Your customized Performance Capabilities Journey (Learning Journey)

Diagnose your strengths and weaknesses as an organization and work on your organizational weaknesses, e.g. by strengthening your leadership, operational, innovation, customer or agility capabilities.



Digital Transformation



Do you feel like there is more potential in digital technologies than you have implemented in your company so far?
Do not all the relevant people in your company share the same ideas and mindset regarding your digital transformation?

In a similar situation, we took an extended top leadership team on a Learning Expedition with the purpose of exploring how the company could exploit digital technologies better and aligning the management team on a joint way forward.

After looking into key technologies and learning how major tech players and startups leverage these, the management team defined their digital strategy and has since consequently transformed from an “old industry approach” into becoming the leading digital player in their market.

Sample
Project

Check out these inspiring sample formats or programs to get an idea of how a solution for you could look like:



Digital Discovery Session (Learning Expedition)

Explore the opportunities of new technologies and digital business models. Develop the fitting mindset to succeed in a digital age and enhance your performance.



Boosting your Digital Transformation (Deep Dive team program)

Learn with your team, how to foster a strong digital culture across your organization, efficiently integrate technology and processes and design better customer experiences.



#digitalstrategy #learnfromthebest #turntechnologyintobusinesssuccess #shapeyourorganizationfordigital

Customer Centricity



What to do when your customer experience strategy needs a better organizational setup, more customer-oriented processes and smoother customer interaction to compete in your market?

We supported a business unit over time to optimize their industry-specific customer strategy. Together we setup a modular approach for ~100 colleagues from the Top and Middle Management to improve customer orientation on a process and organizational level.

As a result, the customer journey for major processes have been improved significantly due to customer centric changes in collaboration and organization.

Sample
Project



Driving Performance through Customer Value (Learning Journey)

Take your team on a journey to explore the true needs of your clients and develop a plan how to deliver real value-adding solutions to them.



Building the Customer Centric Organization (Learning Journey)

Together with your team, re-design your organization putting your customer at the heart of all your activities.



#CustomerCentricity #Changeintervention #PainPoints #BootCamp



Agile Organization



How to cope with increasing dynamics and complexity in your business?
Agile approaches can be the right answer.

Do you have an understanding of when to use agile approaches – and when not?

Not sure how to start the journey? Please contact us and we can find out together how a customized approach can look like for your team or organizational unit.

We supported a unit in bringing the “Objectives and Key Results” (OKR) concept to life. The goal was to align the organization and focus on common goals. As a result, OKRs help them to “get things done” and at the same time be more flexible in quickly adapting priorities.

Sample
Project



Thinking out of the box - What the hell is agile?

In this interactive impulse session you will learn about agile basics, values, principles and where agile approaches make sense in your business (and where not).



What the hell are OKRs?

This session will give you insights why the OKRs concept is helpful in the context of increasing dynamic and complex working environments. You will get impulses how to start with OKRs with practical examples.



Design your agile organization journey

Get to know agile practices and define the agile approach that is right for your organization.



#AgileTransformation #Dynaxity #LeadershipAgility

Business Model-Innovation



What keeps business leaders up at night?

It's when they realize that doing business a "little bit better" is not enough to outperform competition.

Streamlining operations and lowering costs is one thing, but only organizations that strive to reinvent themselves will succeed in the markets!

On exactly this we supported a thyssenkrupp operating unit: Designing a learning journey with the country CEOs and their directs (~40 colleagues) to define three new business models to be pursued in the future and explore them in practice.

As a result, the implementation of the defined business models contributed to secure and expand service contracts with major clients in Europe und North America.

Sample
Project



#TransformingYourBusinessModel



Transforming Your Business Model (virtual Learning Expedition)

Experience a pragmatic framework and success factors for business model innovations from real-life companies and high-caliber experts.



Business Model Exploration (Learning Journey)

Take your team on a journey to explore new market opportunities and develop a new business model for your company or division.





Team-Workshops

Team-Workshops (virtual) · Project Kick-off Workshop (face-to-face or virtual) · Leadership Team Development (face-to-face)



Do you want to conduct virtual networking events for specific communities or want to kick-off project workshops? You aim to understand each other better in your leadership team or work even better together?

We support you in designing interactive, engaging and entertaining events in a confidential atmosphere face-to-face (and of course) as well in a virtual environment. Therefore we have a huge experience with different tools and techniques.

We see the success in developing solutions together and in co-creation with our clients. Focusing on trustful collaboration, networking, lessons learned, fun and learning nuggets. Using “plug’n’play” workshop concepts of the Academy means less effort and solutions at short notice. Having experienced moderator on board raises the interest and ambition of all participants. With a big variety of training and workshop tools we generate added value e.g. by initiating self reflection, deeper collaboration or support transformations. Even in difficult team situations we are used to create a common basis to collaborate together on a more trustful level.

The duration always depends on your needs and can reach from a few hours to various days. Always rich in variety, engaging and with sustainable success.

Check out these inspiring sample formats or programs to get an idea of how a solution for you could look like:



Virtual Community Event **Networking and virtual fit perfectly together!**

We run interactive community events through which people connect sustainably.



Project Kick-off Workshop

Kick-off your project professionally. Create a strong foundation for your project team.



Leadership Team Development

Create a common basis for collaboration and trust. Align roles and responsibilities.



#interactive #virtually #networking #communityevent #notravelcosts #projectkickoff #plugnplay #humanaspect #booster

Available programs with high impact

for closed groups and entire teams – Book now!

Leadership communication/ team dynamics



Discovering Inspirational Leadership

Your team will connect on a deeper level and you will have deep facilitated conversations and achieve alignment in the team on crucial topics of your choice such as leadership, team dynamics, your strategy, crucial conflicts within the team, etc.



Performing in a Public Environment

Your team will align on important corporate messages and practice telling your company's story together and individually. This can be very useful in the context of capital market presentations, presentations to supervisory boards and other key stakeholders, townhalls with employees, etc.



Fostering Virtual Collaboration

Together we experience the state-of-the-art possibilities of virtual collaboration. You will gain answers to questions about which mindset, which skills and which tools are required for increasingly virtual collaboration in organizations.

Strategic performance



Driving Performance Through Customer Value

Take your team on a journey to explore the true needs of your customers. With derived insights from a “Gemba Walk” at a real client site and deep interactions with your customers you will develop a plan how to deliver real value-adding solutions to them.



Putting Strategy into Action

Turning strategic intent and objectives into executable actions that are understood and supported by the organization is no simple task. In this program you and your team will work on how to make a strategy explicit, clarify “where you want to go and how you want to get there”, as well as to articulate the strategy to your employees and key stakeholders.



Leading Business Change

Together with your team, you will examine a current change challenge in your business, develop a change story and align on how to move forward in implementing the change.



You can find these and more topics for closed groups and entire teams on our website

Available programs with high impact

for closed groups and entire teams – Book now!

Agile & New Work



Let's be agile – Understand and apply agile working

Your team will get to know and experience agile principles, values as well as design thinking and Scrum methods to kick-off own agile projects and to develop a common understanding of agile work. Furthermore, your own agile project plan will be developed for immediate implementation.



Design Thinking – Genuine Agility through Customer-Centric Innovation and Creativity Processes

Your team will learn about the phases of the Design Thinking process and experience the benefits for agile projects as well as for innovation and creativity processes directly working on your current project.

Collaboration



What kind of guy is that?! – Understanding personality profiles for a better communication

Based on the MBTI Type Indicator your team will develop a deeper understanding of the different personality profiles within the team and learn how to benefit most from the different preferences. Thus, your team will leverage team performance by focusing on all given individual strengths.



Successful intercultural collaboration

Your team will be sensitized to challenges in intercultural collaboration with focus on your most important international interfaces and develop strategies to use them profitably.



You can find these and more topics for closed groups and entire teams on our website

Available programs with high impact

for closed groups and entire teams – Book now!

Operational Excellence (OPX) ... on the Shopfloor



Leading where Value is created with Shopfloor Management (LVSM)

Your leaders, shopfloor managers, OPX multipliers etc. are empowered to provide sustainable support for the local implementation of Lean to improve performance.



Moderation of Shopfloor Meetings

Your leaders, shopfloor managers, OPX multipliers etc. are enabled to support the OPX implementation through effective Shopfloor meetings.



See and eliminate Waste with Lean & 6S (L6S)

Your team will be able to moderate 6S workshops and instruct employees in the implementation of 6S.



Increasing Process Performance with Value Stream Mapping & Design

Your team will be able to record production processes and to develop and implement a target status using Value Stream Mapping.



Less Set-up Time with SMED

Your team will be able to analyze setup processes and optimize them by applying the structured SMED approach.



Increasing Value with efficient Maintenance

Your team will be able to analyze the status quo, prioritize weaknesses and define structured next steps for TPM.



You can find these and more topics for closed groups and entire teams on our website

Available programs with high impact

for closed groups and entire teams – Book now!



Operational Excellence (OPX) ... in the Office

Lean Administration I: Increase value

You and your team are made aware of added value and waste in your working environment and get to know methods to improve your daily working tasks and to relieve from unnecessary activities.



Lean Administration II: Efficient processes with value stream mapping

You and your team are made familiar with the method of value stream mapping and are able to record processes yourself.



Six Sigma / Lean

Six Sigma / Lean Green Belt

Your participants will receive the Six Sigma / Lean Green Belt certificate that enables to lead improvement projects according to the DMAIC cycle in production & administration.



Six Sigma / Lean Yellow Belt

Your participants will be able to carry out smaller improvement workshops in production and administration.



You can find these and more topics for closed groups and entire teams on our website

Your contacts

To provide you and your segment or business unit with even better support for your strategic challenges, here you will find your personal contact person at the thyssenkrupp Academy. Your contact person will be happy to advise you on all matters relating to learning strategy, transformation support, client solutions, learning landscape and product portfolio. So you can be sure your needs, ideas, suggestions, questions and topics are in good hands.

Your personal contact person is looking forward to the exchange with you!



Materials Services

Burcin Ugurlu
+49 172 2398595
burcin.ugurlu@thyssenkrupp.com



Plant Technology and Marine Systems

Michael Manß
+49 174 1808553
michael.manss@thyssenkrupp.com



Steel Europe

André Pohlkamp
+49 201 844 536630
andre.pohlkamp@thyssenkrupp.com



Automotive Technology

Sebastian Scheibner
+49 172 2714192
sebastian.scheibner@thyssenkrupp.com



Industrial Components

Torsten Fröhlke
+49 162 4051505
torsten.froehlke@thyssenkrupp.com



Corporate

David Maus
+49 173 2792313
david.maus@thyssenkrupp.com

thyssenkrupp Academy GmbH
thyssenkrupp Allee 1
45143 Essen
Germany

www.thyssenkrupp-academy.com

engineering.tomorrow.together.