

Kronos Network GmbH: We enable development. We support change.

Our core competencies

Supporting the change of attitudes and behaviours is the core competence of Kronos Network. Working with organizations as well as with individual clients we support companies and institutions in managing change successfully and in developing the leadership capabilities of their management and staff.

At the same time we are creating and fostering projects in society at large, such as the re-integration of unemployed people, the development of schools or the empowerment of female leaders, where changes of attitudes and behaviours can be vital contributors.

Being architects and engineers of development, our core competence lies in conceptualization, design and implementation of change processes. The work of Kronos Network benefits from the team's broad experience in consulting, coaching and training, building networks, managing projects and processes – 20 years of experience in enabling change show up on partner level.

We love to find individual and innovative solutions in intense cooperation with our clients – we call this kind of special relationship: “partners in change”. By doing so, we combine business progress with the development of staff and organizational structure and culture.

The fundamentals of our concepts are continuously improved by closely cooperating with leading scientists (especially in the fields of Psychology and Change Management).

When working with clients, we provide one-stop integrated service from conceptualization to implementation.

Changing perspectives before starting to change

In all fields of change we are engaged in change starts with changing perspectives: re-defining personal goals, adjusting professional or private situations or exploring new scopes of action facing new conditions.

Kronos Network-programs guide individuals through this intense and profound process in offering systematic and methodological support as well as skills and knowledge that may be needed – at any time tailor-made for each target group.

We focus on the individual as well as the relevant context (professional or private). Our experience proves that both sides demand attention to enable sustainable change.

All programs and services are based on professional multi-project-management: The management and implementation of complex processes is a core strength of our experienced team – and it ensures successful development and execution of projects.

Our Background

The experience and knowledge behind the Kronos Network-approach are rooted in the work of leading team-members in change processes in both the corporate and public sector: post merger integration and leadership support (coaching, supervising, training) as well as business development.

One of our core areas of experience is leadership development, including recruiting and career advancement in various organizations. All our executives are experienced leaders – having worked in the public and private sector, on national and international projects.

All these experiences in consulting, training and industry showed us the strengths as well as the limits of standardized programs. Our approach is effective and successful due to the individual mixture of high quality modules – tailored for the needs of every single client.

A crucial mechanism in all our leadership-programs is the combination of group dynamics and individual coaching. Working in groups focusses on structured, hands-on and team-oriented work: e.g. when analyzing strengths and weaknesses of individual leadership styles. The group offers to its members both support and stimulation. Workshops offer the chance to practice new (unfamiliar or even unloved) ways of acting. Individuals get feedback from trainers and co-participants. Experiences and exchange in a peer-group of leaders in similar positions offers all participants additional opportunities to learn from each other. The group contributes a great deal to the individual's learning and growth.

In addition to this, different constellations (small or large groups, working in pairs, peer groups etc.) are the nucleus of networks. We teach and suggest peer consultation since it has proven to be a sustainable instrument in leadership programs. Peer consultation allows organizations to implement an effective, easy and economic method to ensure and enhance quality. These group constellations and methods are the starting point for sustainable networks.

The intense and systematic combination of these different modules and methods, that Kronos Network-programs are well-known for, opens up a great potential for change and innovation in organizations in the public and the private sector.

Benefits for our clients

Based on our competences and experience we are able to successfully support change processes of individuals and organizations. The following three elements of our work throw a light on the benefits we offer our clients:

- Broad knowledge – anytime at hand

The diverse competencies of our staff enable us to deliver consulting, training and coaching in a comprehensive range of challenges. We offer our services one-stop for the client.

- An interdisciplinary point of view – reliable processes

The diverse background of the Kronos Network staff makes sure that our focus captures all relevant levels in a change process. Our interdisciplinary work in consulting and training offers the client the opportunity to use a profound analysis and diverse points of view as a basis of informed and timely decision-making.

- Seeing the two sides of each challenge – innovative projects

We consult in a complementary way: An intense discussion of facts and figures and a thorough analysis of situations, markets or challenges **plus** knowledge about and experience with systemic work with individuals or small and large groups. Having both sides of change processes in our minds enables us to develop innovative projects – tailored to our clients needs.

For more information see www.kronos-network.com