



Leadership and structure

Future-oriented alignment of a logistics company

LEADERSHIP AND STRUCTURE



Challenge

At a time when the transport and logistics industry is in a state of upheaval and there is great cost pressure, the entrepreneur and the CEO would like to align the logistics company for the future.

Despite the good market position, the decision-makers see the optimisation and further development of the management team in order to react to customer requirements in an agile and complexity-reducing manner.

This requires a clear attitude and communication, self-responsibility and a market-oriented interaction behaviour in order to achieve the ambitious goals today and in the future. An action-guiding vision, the targeted strategic orientation towards core focal points of the portfolio and a corresponding corporate structure are indispensable for this.



Approach

After an analysis of leadership skills using the **6D-Leader Interview** for all managers and the company owner, the next step is vision work with the **6D-vision**.

In parallel, both the company owner and the managers worked out their personal values and **leadership principles**.

Building on the elaborated vision, the strategic orientation of the individual company divisions was then worked out and adopted on the basis of the **6D-strategy**.

Following the business model analysis, this was then used as the basis for aligning the company structure to successfully implement the vision and strategy with the **6D-structure**.

The entire process is complemented by a development programme with individual training and coaching opportunities for all managers.



Use

Today, the jointly developed vision is the guiding principle for strategic considerations and goals.

Leaders today know why they should achieve the goals and which values guide them.

Reflected and communicated leadership principles are the basis for leading the staff team.

A clear structure helps in the successful implementation of vision and strategy.

With the introduction of the new structure and the elaboration of a system for governance, the implementation phase of the project is completed.

In the continuation phase, it is important to monitor the achievement of objectives and to make any necessary corrections in a timely manner.

LEADERSHIP AND STRUCTURE

- 1. LEADERSHIP
- 2. VISION
- 3. STRATEGY
- 4. STRUCTURE



24
months



45

Bio.Interviews

4

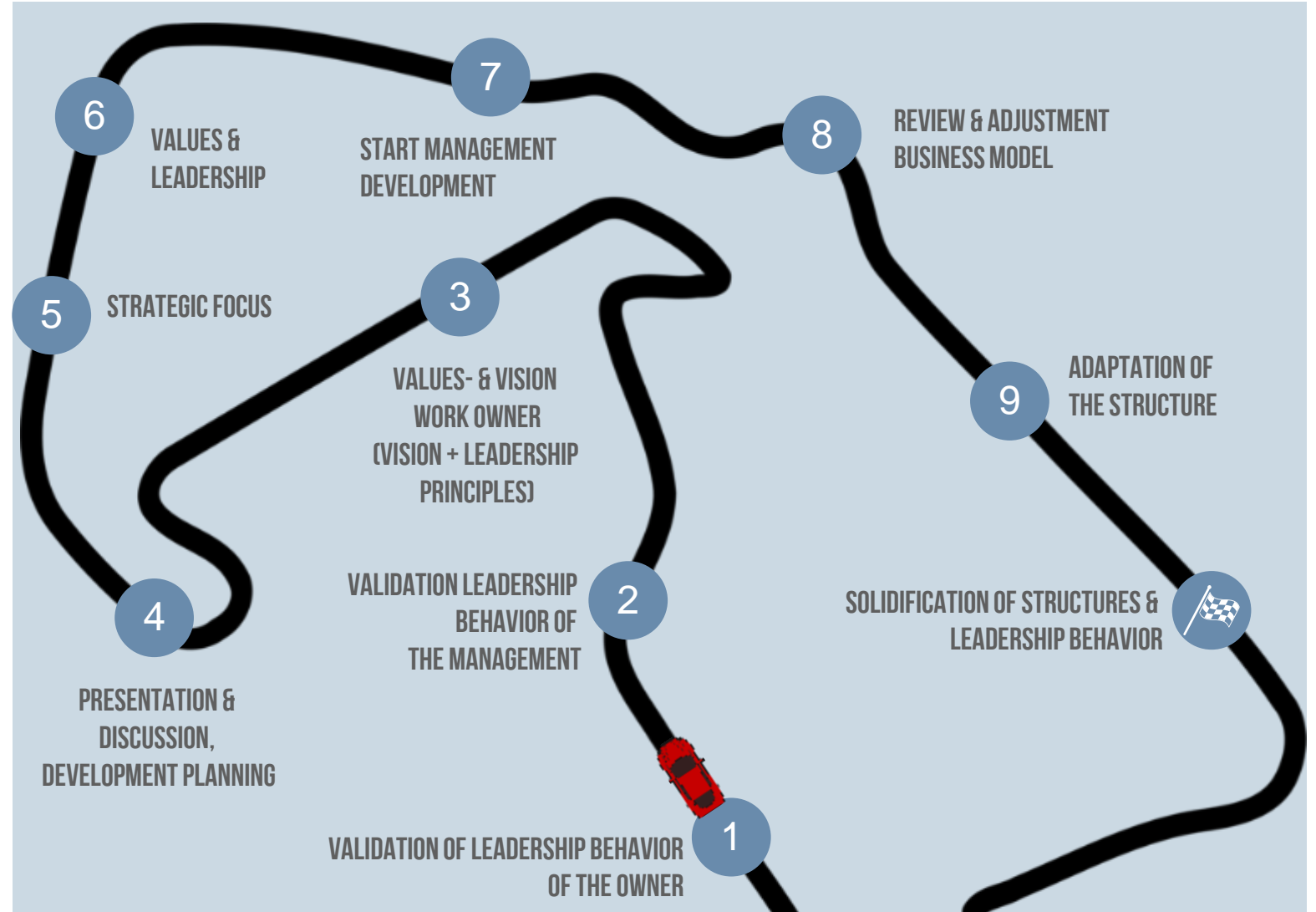
Management-Offsites

15

Workshops

150

Coaching hours



LEADERSHIP AND STRUCTURE



We have enormous growth potential, which we can only realize if we have the best leaders who keep our vision and goals in mind in their daily actions and who steer and develop employees and customers in such a way that we become better every day.

This is the only way we can secure jobs and create long-term value for our owners.

Behavior is just as important as professional competence and experience. We have made a tremendous push and are on a clear, strategically well thought-out path into the future.

Managing Director and Head of the Holding

Customer:

- Logistics service provider

Services:

- 6D-Leader
- 6D-vision
- 6D-strategy
- 6D-structure
- Team development
- Leadership development

WE LOOK
FORWARD TO GET
IN TOUCH WITH
YOU!

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