

Back in 2020, we were asking ourselves how we could change the way we work today and shape our company's future.



DISCOVERY

- Prioritization by business value & customer impact
- Customer-oriented product development
- Data-driven decision making
- Planning of the product development
- Top down & bottom up
- A culture of falsification
- Mentoring & coaching
- Problem orientation
- Error, learning & feedback culture



DELIVERY

- Focus
- Output vs. Outcome/Impact
- Prioritization
- No fairytales, only results through traction



GENERAL

Culture, Leadership and Skillset, e.g.

- Agile, Lean & Design Thinking
- Vision, Mission, Purpose, Goals, Strategies & Actions
- Cross-functional collaboration
- Trust, Empowerment, Autonomy, Commitment
- Transparency & clarity
- Intrinsic Motivation & Passion
- Employee Satisfaction
- Reward & recognition
- Responsibility & accountability

The foundation of a successful transformation process lies in a sustainable cultural change.

"Culture could be described as 'the way we get stuff done around here."

- Roger Dean Duncan -

"Culture is what you are and what you do. That's your DNA. It is not in your KPI, OKR, mission statement etc."

- Learning from the Samurais and applied for today -

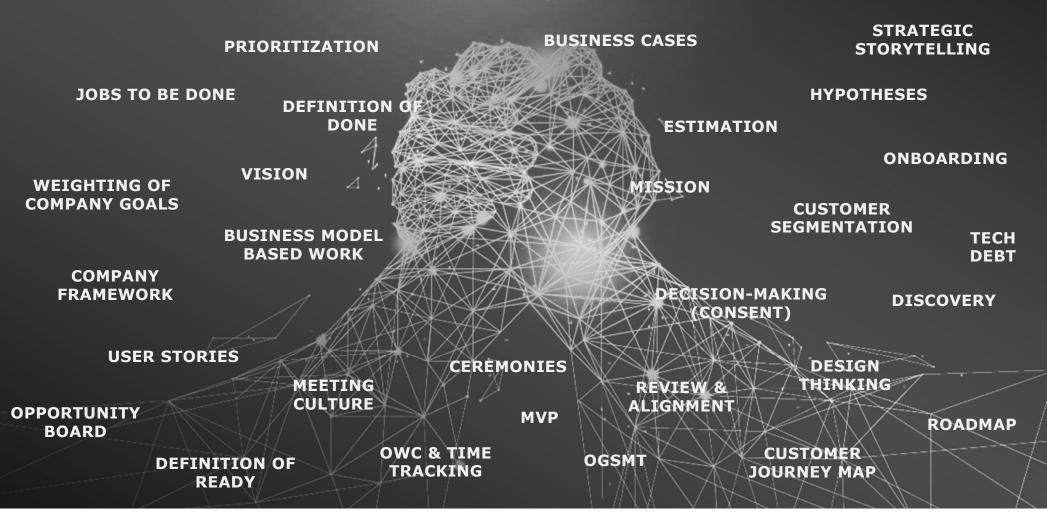
"Culture eats strategy for breakfast."

- Peter Drucker -

The foundation of a successful change process lies in a sustainable cultural change.



100+ topics were being worked on in the past 2.5 years to improve our company. These are some examples...



Every topic is worked on in a build-measure-learn logic to change our culture on an organizational level

PROCESS

METHODS



BOTTOM-UP

Estimation

Understand the problem

Define the work package

Prioritize

Build a xfunct. team Create a solution

Get the approval

Present result in the Kickoff

Implement

Measure

Learn and improve

