

andré latz  
team-entwicklung



"Trust brings out the best in people"

Team culture for the twenty-first century



## Team culture for the twenty-first century

Welcome to the profile of André Latz's value-oriented team culture!

"Trust brings out the best in people, constant supervision inhibits their ability to mature."

(Freiherr vom Stein)

"A team cannot be created on command, it must be built or more precisely, build itself. An entrepreneur must create the conditions for this to occur.

A highly motivated and engaged team can never be created without favourable structural conditions."

(Professor Götz W. Werner)

Generate trust: Trust is good – control is not so good because it is demotivating

Resolve conflicts: It is good to talk – remaining silent only inhibits progress

Appreciate diversity: Teams are successful – individuals prove costly because teams are more efficient

This sums up team development for the twenty-first century!



## Team culture for the twenty-first century

You want to achieve sustainable changes and not only see results over the next three days.

You follow a strategy over the long-term to trade successfully.

You want to keep a clear head for your business processes.

You are ambitious and set high expectations for the quality of your services.

Set a course for success from the very beginning: enlist the help of an expert to develop an excellent standard of teamwork that precisely matches your particular circumstances. I will support you in achieving sustainable success and reliable profits.

You want to work in a sustainably motivating atmosphere?

Your team is completely new and the basis for good cooperation needs to be created from the very beginning?

You have a rapidly growing team and the old methods for encouraging cooperation no longer function as smoothly?

As a new leader within a team you want to achieve a quick integration into the team processes?

Your team have already undergone change processes or they are currently pending?

Team development involves both team coaching and team training – yet it is much more than the sum of its parts.

The service provided by André Latz Team Development is a tailored solution for your particular circumstances.



## Working principles

### Transparency.

Transparency is indispensable as the basis for good cooperation in every team and this is equally true of my business relationships. I justify the use of the methods employed at all times and am only too pleased to explain which methods I consider to be appropriate and for what reasons. I always work with clear cost estimates.

### Discretion.

Discretion is of course a fundamental part of every business relationship. Therefore, I cite only a limited number of [references](#) and never without the company's prior agreement. In general, I do not provide evaluations or feedback about individual participants in a seminar or coaching session to other appointed persons or higher management levels or persons.

### Appreciation.

Nobody can bring employees "on track" or establish good teamwork within a negative business culture. My work always has a long-term positive effect on the team. I always show appreciation and respect in my work with you my client and also with my colleagues and cooperation partners.



## Working principles

### Systematic connections.

Changes in a team or within individuals can only take effect over the long term if the system in which the teams and individuals operate is taken into account. In systematic team building and organisational consultancy, the basic principle is that complex problems can only be solved if attention is focussed on all elements of the system.

### Diversity.

Organisations are made up of individuals and are, therefore, diverse in nature. It is this rich variety or diversity and not conformity that is the basis for success because if customers have diverse attitudes, origins and requirements then this must also be reflected in how an organisation or a business operates. Customers will be able to quickly see through the facade created by those companies who promote individuality in their marketing activities but suppress the same individuality in their own organisation.



## „A good Manager does things right, while a good leader does the right things“

As a good manager you already know about the "motivation myth" and the inner drive found within people, instead leading your team based on trust. The saying quoted above (accredited to Warren Bennis) is perhaps also not unknown to you.

You are aware that the foundation for all productive engagement from employees lies in voluntary determination. Instead of trying to generate action through coercion or through – assumed – incentives, you develop therefore an inherent awareness for entrepreneurial business activities.

That's why you cannot obtain a particular measure for team development from just any service provider. It is essential that the concepts and ideas portrayed by the coach fit to your company.

I not only understand the needs and requirements of large corporations but also those of small and medium-sized enterprises (SMEs), as well as owner-managed companies. I enjoy working together with both large corporations and SMEs. The reason for this is that the decision taken by you and I to cooperate together is based less on the form of the company and more on whether our approach to leadership and corporate culture fit in with one another.

Nobody can learn something simply by being "spoon-fed" the subject matter. People only learn based on their own motivation. Therefore, a person can only deliver a good level of work when they pursue a path based around their own internal motivation.

Discovering and promoting this inner drive in people provides me with great satisfaction – which is why this is my chosen profession.



## Methodological background

Some key words about the underlying methodology:

- Energetic coaching EDxTM
- Humour
- Solution-oriented coaching
- Neuro-linguistic programming
- Provocative coaching
- Systemic constellations
- Theme-centred interaction
- Transactional analysis



Some examples of other methods:

- Rowing as a method for team development and team coaching
- Climbing as a method for team development and team coaching
- Circus training for businesses as a method for team development and team coaching
- Yoga as a method for team development

Additional information:

Effective teamwork is inconceivable without respectful and polite interaction with one another.

Therefore, I offer the topic of business etiquette either integrated into the team coaching sessions or also as an additional seminar.



## Methodological background

Experience is tried and tested knowledge:

I have been self-employed since 2003 and have gained experience from more than 200 seminars I have carried out in this period. I enjoyed working with more than 2500 people since 2003 in different context.

Business Studies degree (diploma study course) at the University of Cologne

Education, Politics and Sociology degree (masters) at the Rhenish Friedrich Wilhelm University of Bonn Theme of thesis: " The impact of trust as a leadership skill for sucess of business "



Training to become an IHK Restaurant Specialist at the Chamber of Industry and Commerce Bonn /Rhein-Sieg alongside my degree studies

Training to become a Systematic Coach recognised by the German Association for Coaches (Deutschen Coaching Verband e.V.) at the "change concepts academy" in Bonn

Training to become a NLP-Practitioner recognised by the German Association for Neuro-linguistic programming (DVNLP e.V.) at the "change concepts academy" in Bonn

Working on my Ph.D. in Sociology supervised by Prof. Dr. Doris Lucke alongside my regular work



## Cooperation partners

A number of experts are available to offer their advice to supplement my own expertise:

Father Dr. Johannes Röhmelt	Church / non-profit organisations
Christiane Deis	Family-operated companies
Hans Werner Klein	Large corporations
Dr. Tim Kümmerle	Medicine
Major Uwe Srp	Public services / armed forces
Julia Gräfin Stolberg & Anke Willberg	Business etiquette



The more diverse the team, the more multifaceted the opportunities:

A special working atmosphere	Experience the seminar in a cloister
A special group experience	Getting to know the team while rowing on water
A special message	Recognising ethics as a competitive advantage
A surprising role model	The management culture of the armed forces
A special challenge	Personal responsibility is a requirement for a motivated business culture
Proven concepts and ideas	Leadership based on human dignity and Christian values



## Social engagement

Alongside my other voluntary work, I also offer my services free of charge once a year.

I have worked for the following groups in the past and am still working to some extent with some of them today:

CSsR  
Congregatio sanctissimi Redemptoris, a Catholic order that helps the poorest of the poor.

JAW (Jugendakademie Walberberg e.V.)  
Youth Academy in Walberberg, an independent extracurricular youth training centre in the Archdiocese of Cologne

Looks e.V.  
Social and educational institution for the support of male prostitutes in Cologne

sneep  
Student network for economic and business ethics

St. Ansgar (Jugendhilfezentrum St. Ansgar)  
St. Ansgar Youth Guidance Centre, an institution providing for the social and educational needs of children and young people

UNESCO  
United Nations Educational, Scientific and Cultural Organization





## Network and associations

I am actively involved either as an entrepreneur or as a private person in the following associations:

BJU - The Young Entrepreneurs (Die jungen Unternehmer)



Forum for Value Orientation in Further Education (Forum Werteorientierung in der Weiterbildung e.V.).



EBEN/DNWE

European Business Ethics Network Germany (European business ethics Network Deutschland e.V.) / German Network for Economic and Business Ethics (Deutsches Netzwerk für Wirtschafts- und Unternehmensethik)





## Thank you

I am pleased that I have aroused your curiosity and that you have been interested enough to continue reading to this point.

I would be delighted to make personal contact and look forward to talking to you!

Please give me a call!

André Latz

Team development for the twenty-first century

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