




Shaping Change.

Moderated in-house knowledge and experience exchange
to handle transformation processes

SPOKEN LANGUAGE IS GERMAN



Challenges of a worldwide pandemic, digital disruption, sustainable transformation, demographic change, New Work and more.

Handling **change** has become an essential in our **daily business** and it is getting more and more difficult to understand, go through, or consciously and purposively steer these transformation processes.



We are not at the mercy of the necessary changes and can **shape** them according to our desired **target states**.



Scientific **theories** help us to **understand** the conditions, driving forces, and design options of **change**.

In addition they give us a language for our perception and expand our understanding for their dependencies and dynamics.

A person with long dark hair, seen from behind, holds a long, dark, textured stick horizontally across the frame. The person's arms are raised, and their hands are gripping the stick. The background is a soft-focus landscape at sunset or sunrise, with a bright sun low on the horizon, casting a warm orange and yellow glow. The sky is a mix of light orange, pink, and pale blue. The landscape below consists of rolling green hills and fields, with some distant structures visible. The overall mood is contemplative and serene.

Theory and discourse

Following a variety of theories we look at change from different perspectives. In this way we cope with its complexity.

In **five sessions** we give impulses to the theoretical footing. From there we create references to your daily business together and discuss your scope of action. This helps us to **better understand change processes** and to **shape** them **consciously**.

We create the following theoretical references

Spiral Dynamics

We reflect upon different levels of human existence on evolutionary scale and give impulses to develop the own personality.

Reinventing Organizations

We observe business related patterns of behavior on evolutionary scale with focus on new and more complex management styles.

Integral Approach

We open complex perspectives to develop a holistic level of understanding.

Theory U

How does the New come into the world? We give impulses to explore the New by shifting the center of our attention.

Putting it all together

We discuss the demands of a sustainable personality, the importance of moral development, and the intrinsic-extrinsic-continuum.

You can also book single theory sessions. We recommend to follow the course of all five units.

Each session contains two parts

Part 1
Theory & Transfer
60 Min.

Interactive presentation
Communication of the theoretical
footing,
concrete references and derivations to
your daily business

online,
in presence,
or hybrid

Break 10 Min.

Part 2
Experiment & Experience
50 Min.

Space of experience
Experimental theory experience,
dealing with change by opening spaces
of action

online,
in presence,
or hybrid

Who we are and how to reach us



Dr. Steve Windels

Systemic Coach and Scientist,
Author of Intrinsic Sustainability



Bartosz Przybylek

Head of whyzer GmbH,
Strategy and Digitalization
Consultant

Appointments

Appointments and further information on
request.
Feel free to contact us for further content.

 intrinsic-sustainability.com

Contact

intrinsic-sustainability@posteo.de

 [@intrinsicsustainability](https://www.instagram.com/intrinsicsustainability)

Further information on the theories

Spiral Dynamics	Reinventing Organizations	Theory U	Integral Approach
Reflects upon the individual with its patterns of behavior from an evolutionary perspective. The theory discusses paradigms of action that are new to the world making their way into the population. These bring about new behavioral patterns that allow more complex actions. This increase of complexity enables us to cope with current global problems.	Observes business related patterns of behavior from an evolutionary perspective. The concept refers to three aspects that are currently developing in companies: Self-management, evolutionary purpose and wholeness. These allow more complex ways of action to handle current problems more effectively.	Deals with the question of “How does the New come into the world?”. The individual center of attention is crucial in this context. In the state of Presencing we succeed in recognizing these new aspects and opportunities.	Unifies fundamental perspectives to an integral vision that enables complex decision making. Central is the attribute of visionary logic. With its help these perspectives become compatible for the individual.