



Teaser: basics & benefits

Leadership – EmpowerSystem®

Cybernetic corporate development (agile & stable) with *ICO EmpowerSystem®*



ICO ImpulseConsult Oberstdorf GmbH
www.ico-oberstdorf.com



Im Wasen 16
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Key benefits of *EmpowerSystem*®

With the *ICO EmpowerSystem*® management concept you will:

- 1 Activate innovative forces in the company
- 2 Inspire and steer people's own dynamism
- 3 Activate swarm intelligence
- 4 Enhance business success through internal resources

Easy learning:

-  Immediate implementation with your specific items with collegial sparring
-  *High touch – low tech*: all tools can be used in digital or paper form



Your benefit – *EmpowerSystem*[®] in practice



Daimler Truck – Joachim Schlereth, Head of Truck Germany

'Using Empowerment, we were highly successful in forming a team from a range of executives and reaching a common goal and result, and as a result we were able to achieve excellent business figures. The ICO method was a truly valuable support for this process.'

Authorised Mercedes-Benz Service - Marc Huhle, Managing Director

'The online course *Leadership – Empowerment* raised my competence as Managing Director to a new level. Thanks to its methodical approach, I am in far better control of the situation and I can communicate with my staff better. Thanks to the methodical guidance we can now support each other far more systematically and exchange feedback.'

Daimler Truck - Markus Mitterhusen, Sales Management South/Bavaria

'With the *ICO EmpowerSystem*[®] we found the answer we needed on how to act regarding current demands to do with agile methods.

It provides clarity, structure and increasing staff trust in management.

A highlight for us is the EmpowerMap. Using this tool, complex problems can be described clearly and then delegated.'



Your benefit – EmpowerSystem® in practice



Versicherungskammer Bayern - Dr. Sascha Groh

'Thanks to ICO we were able to reach the milestone of 'digital transformation' and in a short time generated considerable results. We are proud that in particular the teamers and leaders were so active and committed, and that they were and still are prepared to engage in a cross-hierarchical open dialogue - which can sometimes be constructively controversial. Without our transformation with the ICO tools, we would definitely not have been so well prepared for the challenges ahead.'



Kreissparkasse Augsburg - Gertrud Grießer, Deputy CEO

'In regard to modern management, ICO Oberstdorf is ahead of its time. Together with ICO we have already implemented topics that are being discussed at universities as issues of the future.'

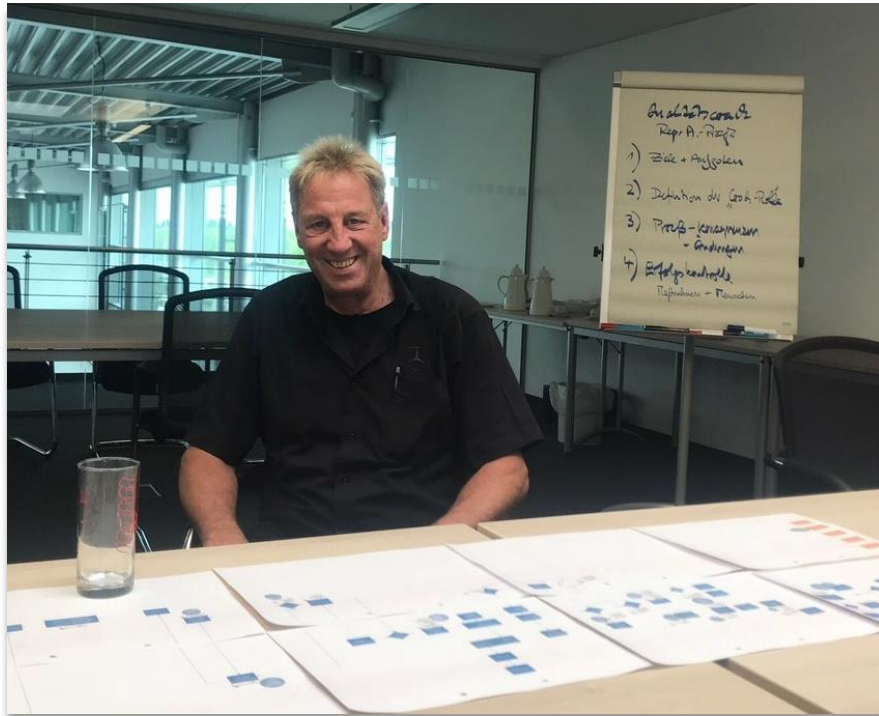


Porsche - Klaus-Gerhart Wolpert, Head of Development, Cayenne

'From successful innovation to successful series production – thank you to the ICO team for your consistent and astute guidance.'

Your benefit – EmpowerSystem® in practice

Automotive example: Repair process accelerated ×2



Workshop technician as a process coach

Order process in days

Team	March		June	July
LT 1	15.29		7.43	7.28
LT 2	12.38		5.84	6.11
LT 8	12.91		7.48	8.02
∅	13.53		6.92	7.14
	before		after	

Method diversity of *EmpowerSystem*®



9 video tutorials (approx. 20 min each) for individual preparation

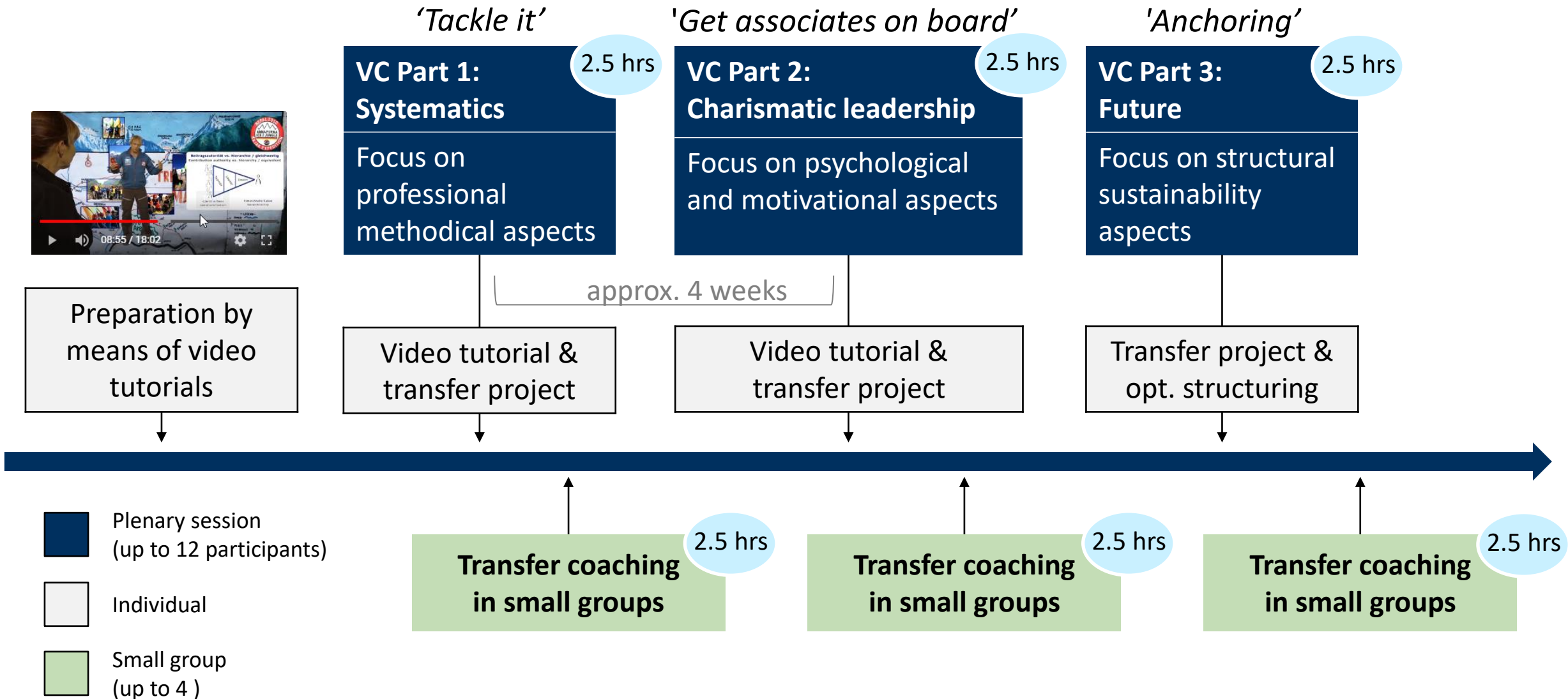


Virtual Classrooms (VC) with up to 12 participants



Transfer coaching sessions in small groups following each virtual classroom

Example of a learning journey



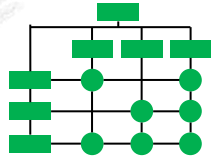
Methodical modules of *EmpowerSystem*®

Principle 1: swarm and line alternately

Strong with **two mainstays**:
The *ICO EmpowerSystem*[®] is both **agile** and **stable**.

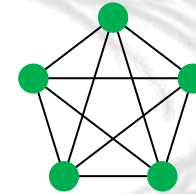
This is successful thanks to focussed **alternation**
between **line management** and **network management**.

Two management models combined: network and line alternately



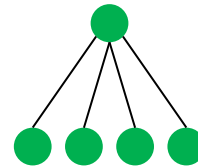
Stability in the line
Management 2.0

- ✓ Ensure cash flow
- ✓ Raise efficiency in value chains
- ✓ 'Feet free' for true problems
- ✓ Install self-optimising organisation



Agility in the network
Management 3.0

- ✓ Get complexity and speed under control
- ✓ Future potential from within
- ✓ Develop problem-solving professionals on all levels and fields



Management 1.0

In modern parlance (principle-based) sets the direction:
Vision – Mission – Strategy

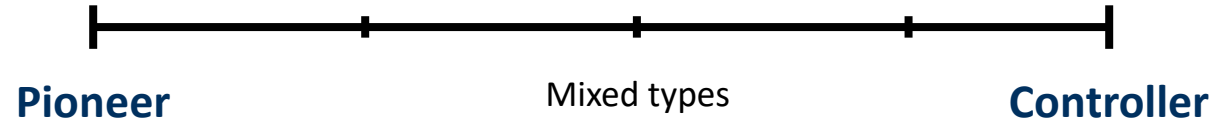
! Approaches
are
of equal
value

Principle 2: Pioneers and Controllers in cooperation

Creative ‘Pioneers’ and critical ‘Controllers’
represent the two management models network
and line.

Their respectful dialogue achieves both **innovation**
and **stability**.

Pioneers and Controllers shoulder to shoulder



Pioneers (creative **changers**) drive change and like to try out new concepts.



Controllers (critical **preservers**) stabilise the transformation and make concepts robust.

- ! **Culture-endowing impact** by involving controllers
- right from the beginning leads to **acceptance of change**.

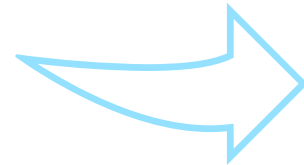
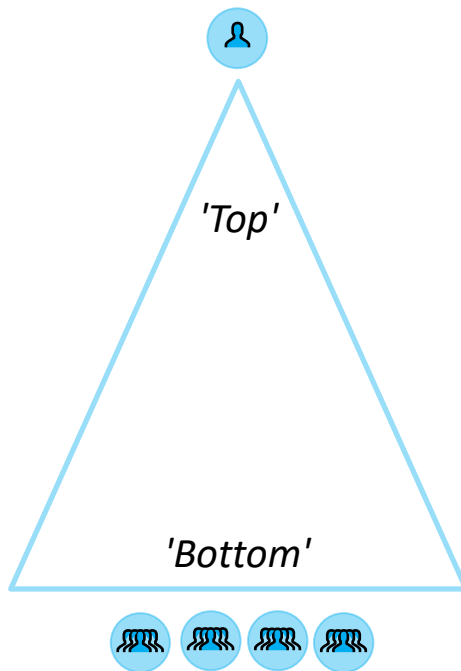
Principle 3: contribution authority vs. hierarchy

Leadership without arrogance of power.

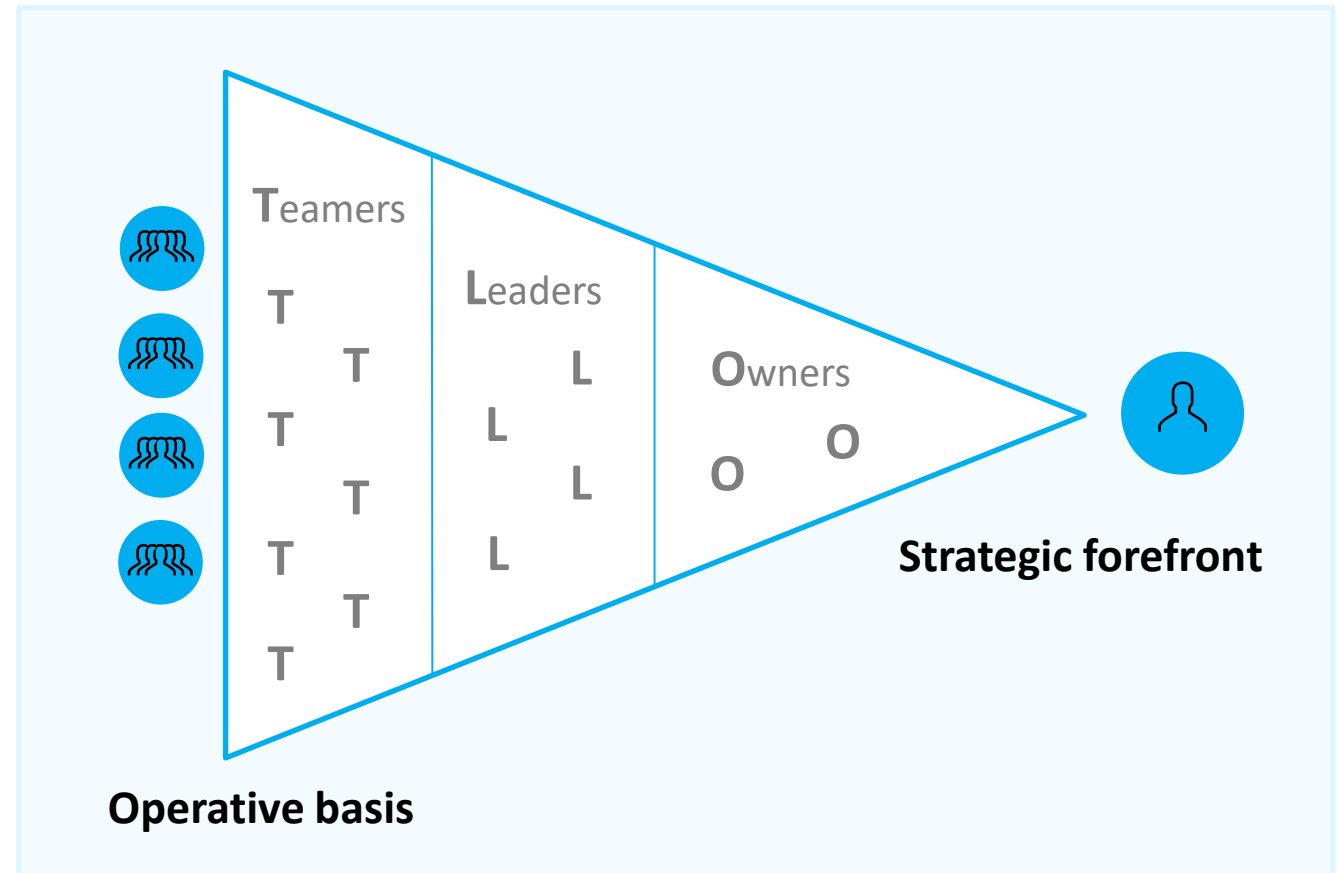
Leadership without the arrogance of power

Forefront & basis instead of top & bottom

Classical hierarchy 2.0
for instructions & control

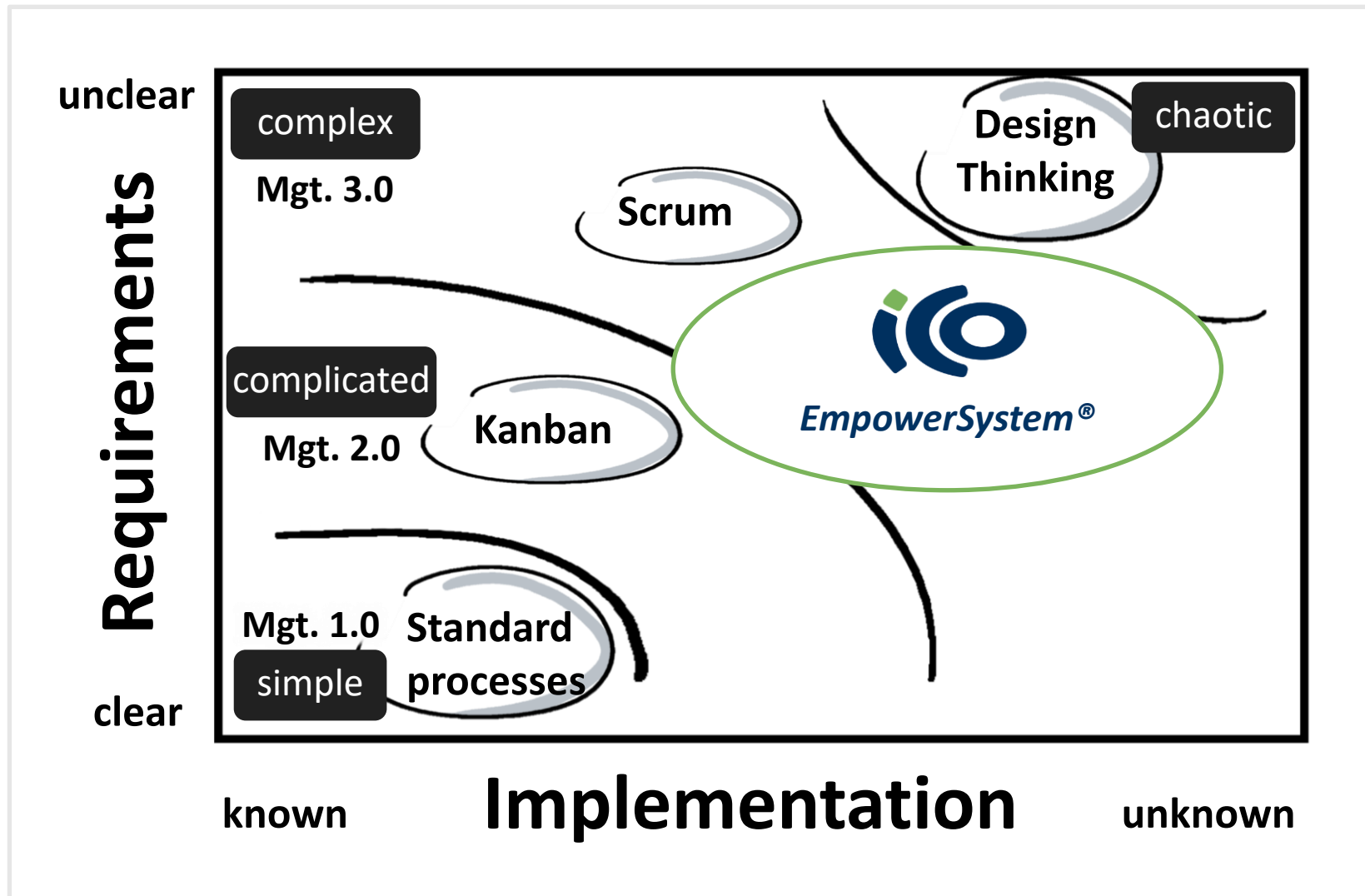


Contribution authority 3.0 on a par
for innovation & networking



How is the *ICO EmpowerSystem*[®] to be classified
as a management model?

TaskMap – Stacey Matrix



Contact us

for German, English and French



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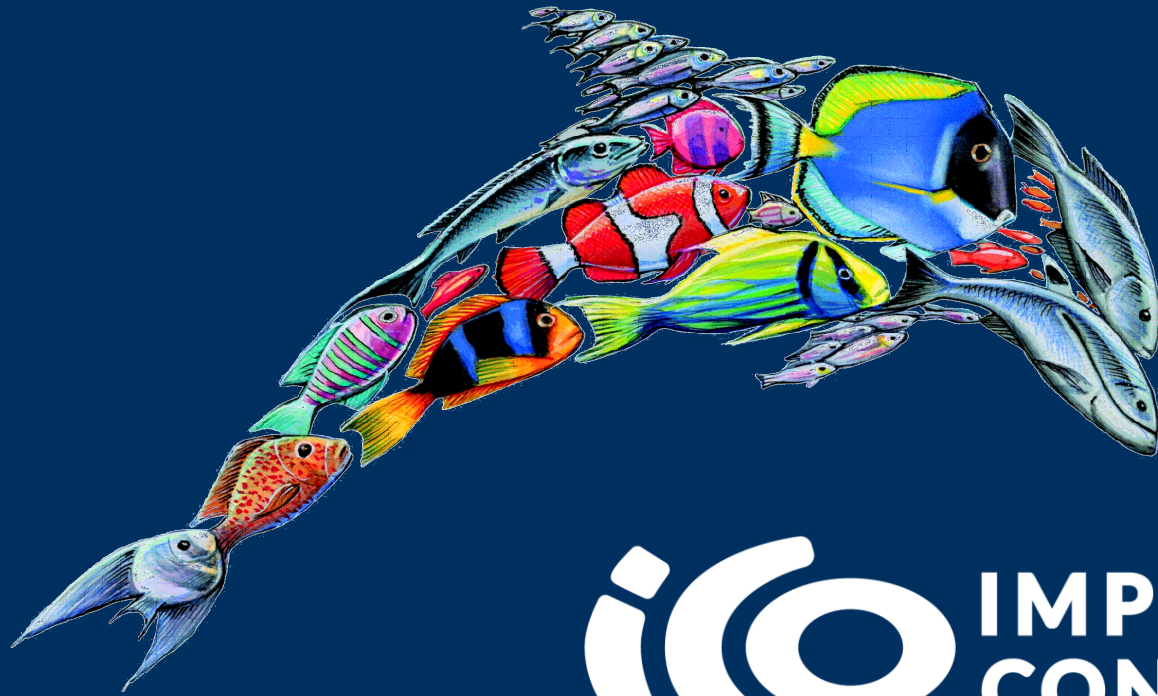
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Your appreciative advisor and companion.