



grow.up.

Managementberatung

growing in one's own rhythm

Company Profile

We dedicate our strength and knowledge to people in organisations, enabling their skills regarding performance, cooperation and overall success.

Effective human resource management starts off with choosing the right strategy. We do so by creating sustainable opportunities and lasting ways of ensuring your company's success.

Together, we define scales, scopes, methods and procedures, making sure that you walk on the right path concerning all business phases – growth, globalisation, fusion or concentration.



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Who we are

Management board:

Uta Rohrschneider, senior consultant, trainer and occupational psychologist, has worked in training and development in HR departments of several blue chip companies before founding grow.up. Management consultancy in 1997.

Michael Lorenz, senior consultant, trainer and occupational psychologist, was executive director of Kienbaum Management Consultants GmbH, until he joined grow.up. in 2001.

For more information please visit www.grow-up.de



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Consultancy

You want to define and achieve future-oriented perspectives and goals for your organisation? You need support re-organizing your company? In times of changes, development or growth we support your organisation in finding the right ways, strategies and solutions.

We support and accompany you in:

- developing directive goals, visions and models
- establishing new structures
- implementing new leadership and management tools
- successfully handling change processes
- establishing professional communication strategies
- introducing solutions on the basis of constructive discussions and workshops

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HR Development

You want to secure tomorrow's success using systematic development tools and strategies? You want to actively support your employees in their growth, performance and motivation? Our HR development tools provide a helpful solution.

We support you in the development and implementation of:

- appraisal interviews, performance reviews and target agreements for effective leadership
- feedback tools, such as employee surveys, executive feedback and 360° feedback, for executives and employees in order to assess employee performance
- holistic systems for professional HR development and training
- international management trainee programs
- career models for executives and specialists

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Diagnostics

Having the right employee for the right position? You want to know if your employees will be successful in their future position within the company? Our tools for identifying employee potential will allow a sophisticated evaluation of your employees' skills and potentials in order to make systematic decisions of selection or development.

We put into effect:

- individual and group assessments for selection purposes
- management audits
- identification of employee potential
- identification of training and qualification needs

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Training

Our in-house trainings cultivate and develop the skills of your top performers. They are based on the goals, tasks and requirements that a specific target group is facing. With regards to your line of business and your companies current situation, we will define aims, needs and contents for the qualification of your employees and executives.

We train your employees and executives in the fields of:

- leadership and management
- consultancy and sales
- HR management, selection and development
- negotiation and conflict management
- team building and team development
- service and customer orientation
- presentation and moderation
- time- and self-management

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Coaching

Coaching means enabling self-help in a professional environment. Specific and individual support offers a quick but well-founded solution for personal challenges as well as extending one's own competency range. We create success by fully adjusting our scope and focus to your organisation's and the coachee's needs.

We accompany and support:

- solutions for individual and challenging leadership situations
- successful take-overs of a leadership role or task
- development and enhancement of personal leadership competencies, flexibility and action range
- change processes in your personal area of responsibility
- challenging situations in sales or complex project work

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Contact us

grow.up. Managementberatung GmbH
Quellengrund 4
D-51647 Gummersbach
Germany

www.grow-up.de
Phone: +49 2354 70890 0
Fax: +49 2354 70890 11

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