

Consulting | Training



Enjoy Development



Shaping development – effectively and passionately

Changes in business are often complex and fast. Adapting to new situations as quickly and effectively as possible is key to success. The good news: adaptability is something humans are born with. At CONTUR, we help you recognize, strengthen and develop your natural talent for adapting to change. It is not enough for merely managers and staff to adapt to the changes facing them. True energy, enjoyment – and success – are only possible through a purposeful, dynamic interaction between people in new situations and structures. This is where the true potential of professionally guided development lies. It is particularly successful when delivered in an engaging way. **Welcome to CONTUR.**



The ideal partner for people and organizations committed to sustainable development.

With a complete range of services from a single source.

With 360° competence for 100% effective solutions.

For challenges in both national and international environments.



Dr. Angelika Schrand, Managing Director

Stefanie Wurm, Managing Director



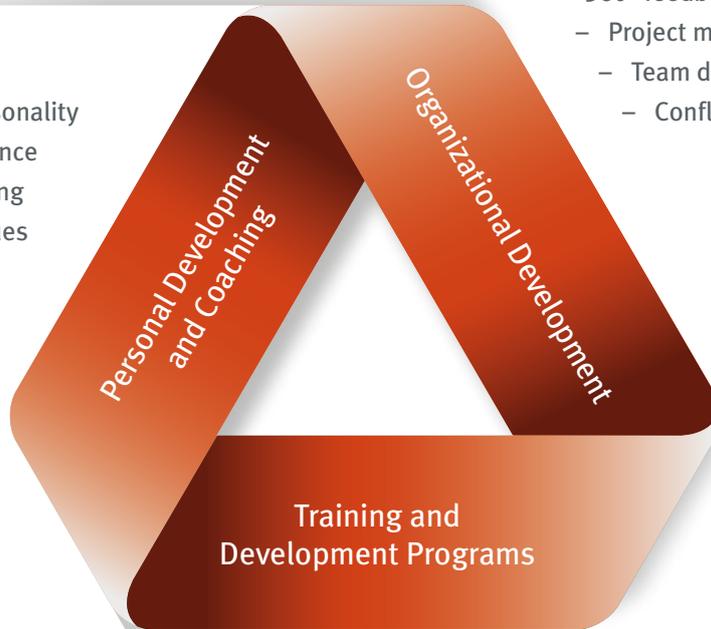


The CONTUR service portfolio

For whatever you're planning – locally and globally

With our comprehensive, integrative services, we actively partner with our customers in their national and global activities in Germany, in China and in many other countries on all continents.

- Management and personality
- International competence
- Coaching and mentoring
- Management techniques
- Personality tests
- Development center, assessments
- Feedback



- Vision and strategy
- Change management
- 360° feedback processes
- Project management
- Team development
- Conflict moderation

- Development programs:
 - for special target groups (leadership at various levels, for technical experts, talents) for individual departments functions (Sales, Production, Purchasing, HR)
 - Open trainings
 - In-house trainings

Managed Training Services

- Full service for planning and organizing training measures
- Management and coordination of participant handling
- Hotel and event management
- Running your entire training program incl. administration for outsourcing
- For more than 13,000 participants worldwide per year, with over 3,200 trainer and consultant days



Strategic development partners for companies in an international environment

360° competence: our service portfolio

Why do we offer a “holistic” solution? That’s easy: because a half-baked approach would not fulfill our standards. Our success comes from ensuring that all our implementation measures work together in perfect harmony. This is why CONTUR’s service portfolio spans the entire spectrum of personnel and organizational development: from conception to implementation, from consulting to training, and including full service packages. Everything works in perfect synergy – more connected, interactive, easier to manage. Our long-term clients experience time and again the value of our “holistic” approach.

100% effective: your results

Optimized:

Taking an interactive approach, we tap into your potential in all its dimensions and phases.

Efficient:

Through tailor-made concepts and an understanding of the scope of your needs, we deliver a lean solution.

Effective:

Thanks to our broad competence and holistic approach, each individual measure ideally impacts the whole.



To ensure development is 100% effective over the long-term, we see ourselves as partners “on-demand” – ready to support you at any or all stages of a project. We aim to grow with our customers and not at their cost. When a project is running self-sufficiently we step back. Of course, we are always happy to return.



For those who enjoy success as much as the path to achievement

An attitude shared by our customers, our staff and our partners

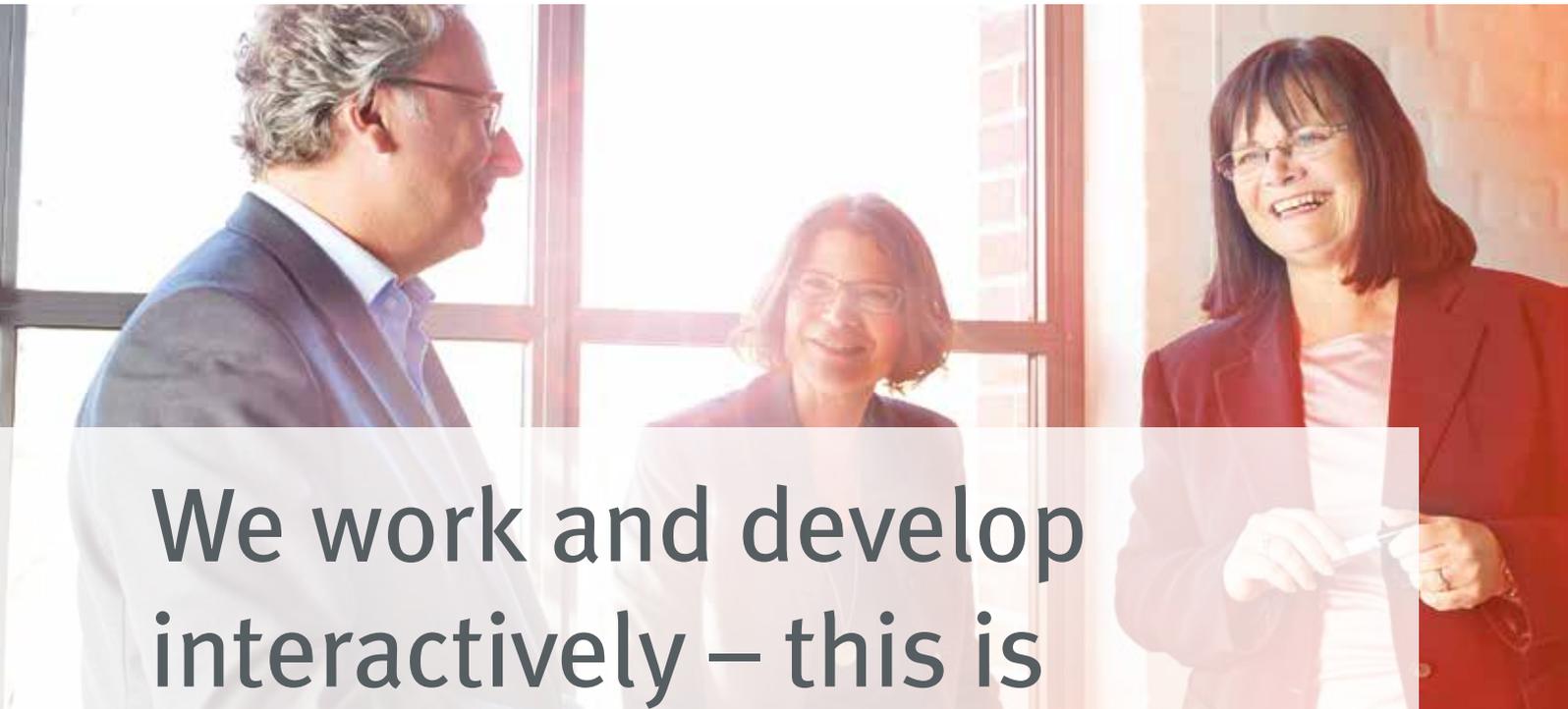
What will take you to the next level? Professionalism or passion, competence or empathy? We don't see these as either/or situations. Instead, we combine the two and allow the dynamic to develop from there. Everyone who works with or for CONTUR appreciates this special quality of our collaborative process and its very good results.

Enjoy development.



What makes CONTUR unique? Our core competence is our people: highly experienced strategists, professionals, architects and navigators who understand from first-hand experience your company challenges. They personally connect with people and companies to help them develop further. Our people understand the language of the clients they work with – worldwide. They take pleasure in watching something grow. You can count on them to stand by you, even when the going gets tough – because achieving something together is more important than simply making a profit. A partner who is fully committed with head, heart and soul. In short, typical CONTUR.





We work and develop interactively – this is self-evident for us

Or why CONTUR always helps you achieve more than you expect

The key to our shared success is our interactive approach. In other words: we work with our customers, not with standard concepts. We begin with an in-depth discussion regarding targets and values as well as wishes and possible obstacles. Development processes are inherently multifaceted, involving a multitude of relationships and synergies between people, organizations and cultures. In order to achieve the best 360° effect possible, we fulfill a number of different roles to assist our customers. In doing so, we apply our extensive experience with large corporations and medium-sized companies at both national and international levels.

In the conceptional phase, we are...

Pathfinders

We immerse ourselves in the situation to discover its challenges, requirements and rules of the game. With empathy, cultural sensitivity and openness.

Consultants

For us, it's about getting to the heart of the challenge and understanding its complexity. Pragmatically, from a neutral position and with a constant focus on the solution.

Sparring partners

We work as equal partners – we aim to find the best solution, and appreciate people who speak openly. In any situation, we are happy to help and are up to speed on the issues at hand.

For tailor-made development concepts

Our interactive conception results in approaches and measures tailored to your needs and focused on your goals – from streamlined modular or tailored solutions to newly developed products. Integrated, appropriate and sustainably effective.



When a project begins, we hold the reins. We are well-versed in scaled rollouts of extensive development and training measures at a variety of sites in different countries. Here, too, we rely on our interactive principles. We integrate our work into the customer's processes, pay attention to warning signs, think ahead and provide proactive support. All the knowledge gained from the development process is fed straight back in. We place great importance on practical measures that can be transferred efficiently and reliably; on feedback processes and evaluations – a cycle of development with and for the customer.

In the implementation and evaluation phase, we are...

Full-service partners

We manage and coordinate all the development measures in our 360° portfolio for our customers – professionally, from A to Z and with an understanding of what is appropriate to the situation.

Trainers, consultants, coaches

Over 150 international trainers, consultants and coaches with years of experience in the industry work together to ensure that the measures we have developed are implemented in line with your goals. They work with a range of specialist skills and foreign languages, but always with CONTUR's typical 360° perspective.

Project advisors

Throughout the project, we analyze implementation measures, and share our knowledge and key learnings with everyone involved in the project in a format they can use in order to integrate the improvements. A proactive approach to orchestrating your development.

For a successful, efficient and dynamic implementation

Our implementation measures produce the best possible results. They are practical and can be put to use straight away. The positive experience gained by successful implementation makes people more receptive to continuous development.





Collaborative, long-term customer relations and an ever-growing customer pool are evidence of the quality of our work.

Industrial and service companies, large multinational corporations and medium-sized companies from a variety of sectors all trust in our dynamic approach to personnel and organizational development. We would be happy to connect you with one of our consultants.

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