



Organizational Transactional Analysis

- **Diagnosis of organizational structures, processes and their elements**
- **Understanding Organizational Dynamics**
- **Organizational consulting and intervention models**
- **Advanced Role Management**

Dr. Thomas Steinert, MTB AG

TSTA-O

Dipl.Psych. / Dipl.Verw.Wirt

Change Management

needs

organizational thinking

and

real understanding of the
nature of organization ...

Can you freely say 'YES' to an organization?

Our Learning Agenda As A Transactional Analyst

Change Management

needs

organizational thinking

and

real understanding...

... on three levels simultaneously /

interlinked ...

Organization - Roles - Individuals

... on three levels simultaneously...

Organization - Roles - Individuals...

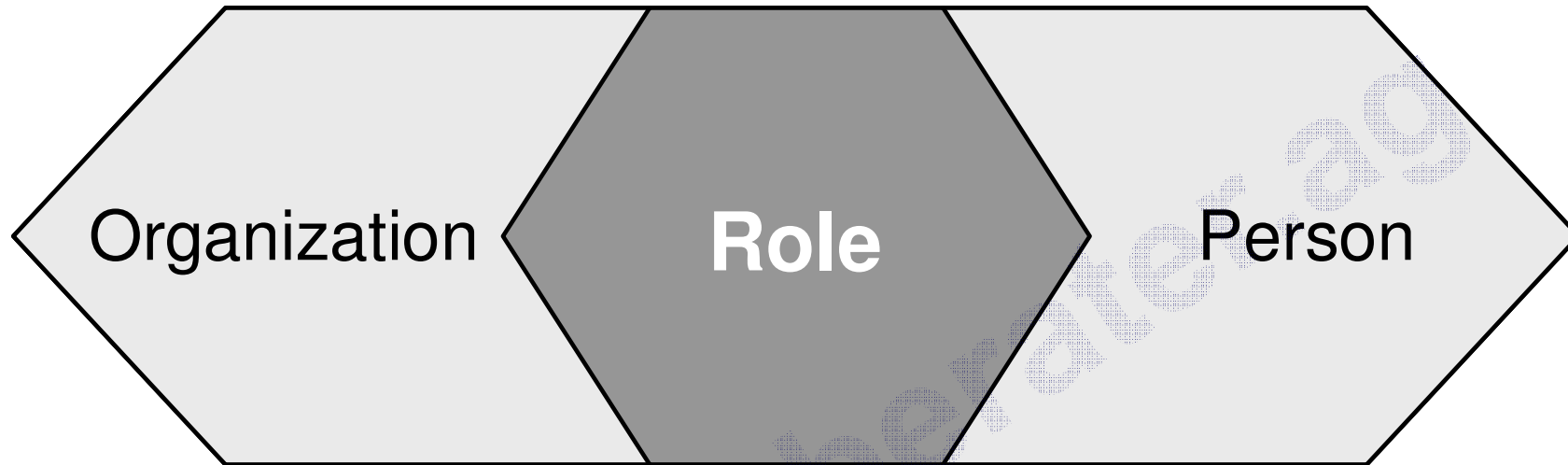
and consequently:

A Triple Intervention Circle

- 'Systemic-fractal' 'whole organization'
- 'Role-related'
- 'Individually „bull-eyed“'

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Agenda As A Transactional Analysts
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What Are 'Role Interventions' ?



Structures

Role related

Personel

Prozesses

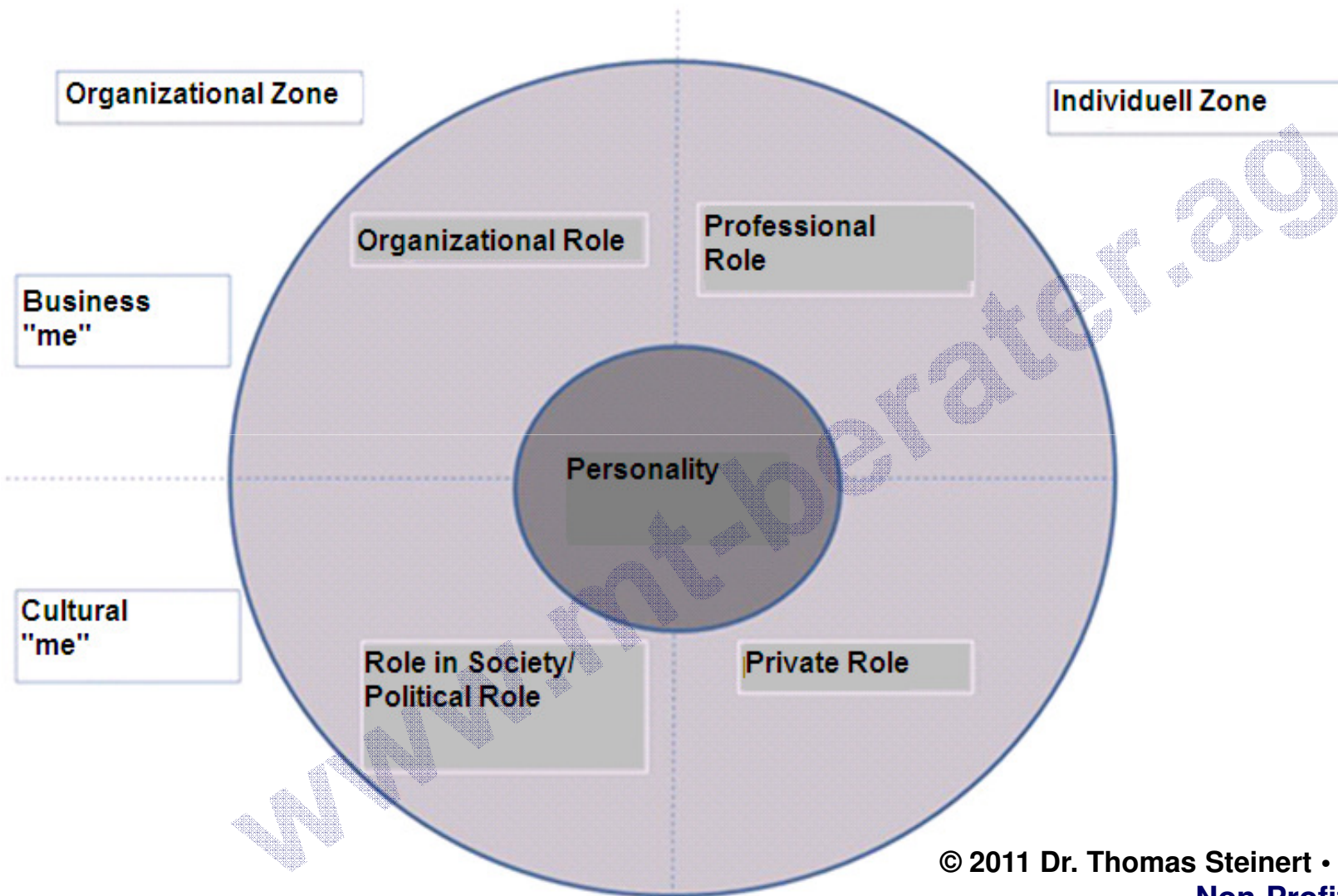
Interventions

Four interventions sectors → see role model

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Role Model For Non-Profit Organizations

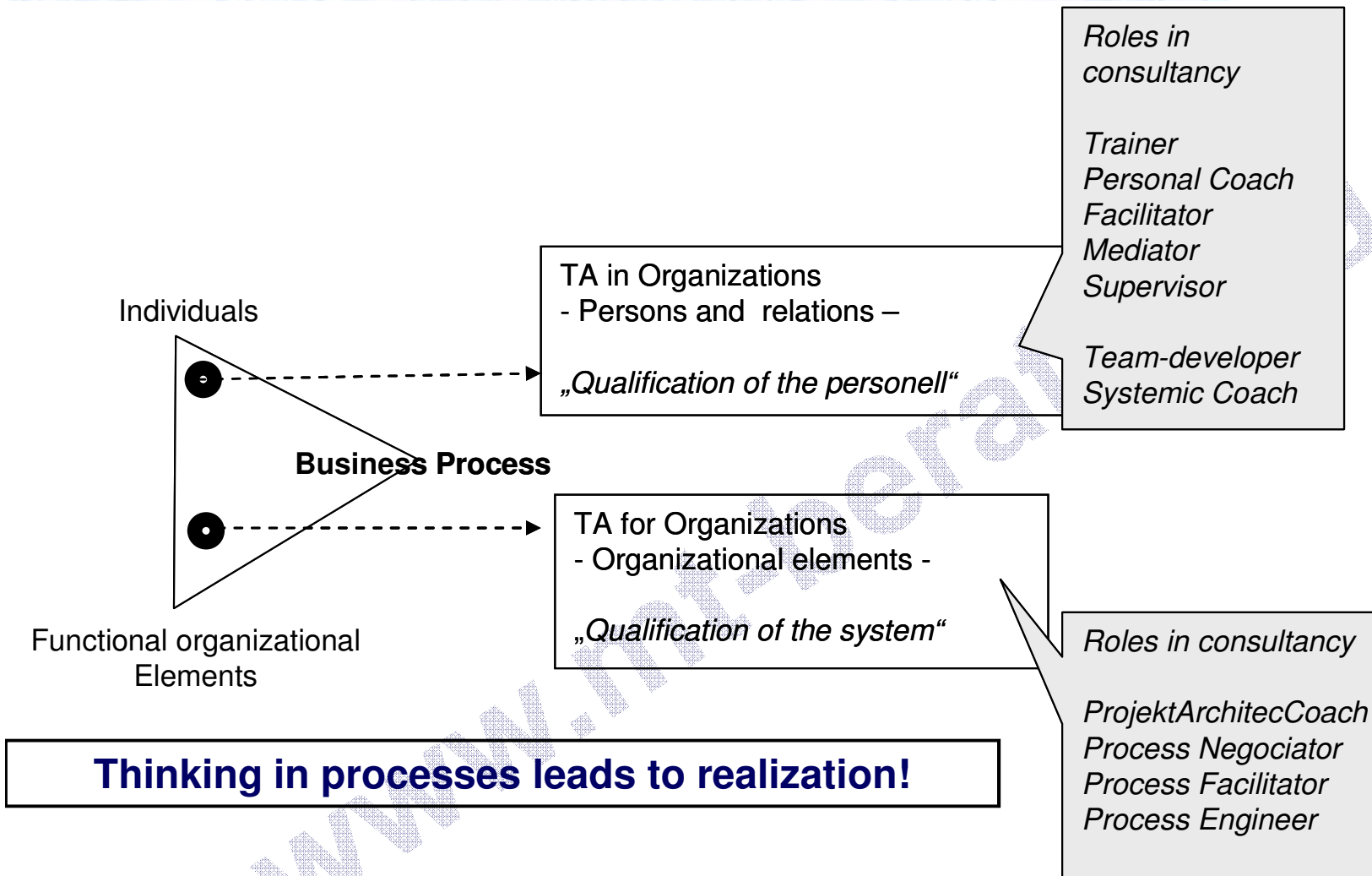


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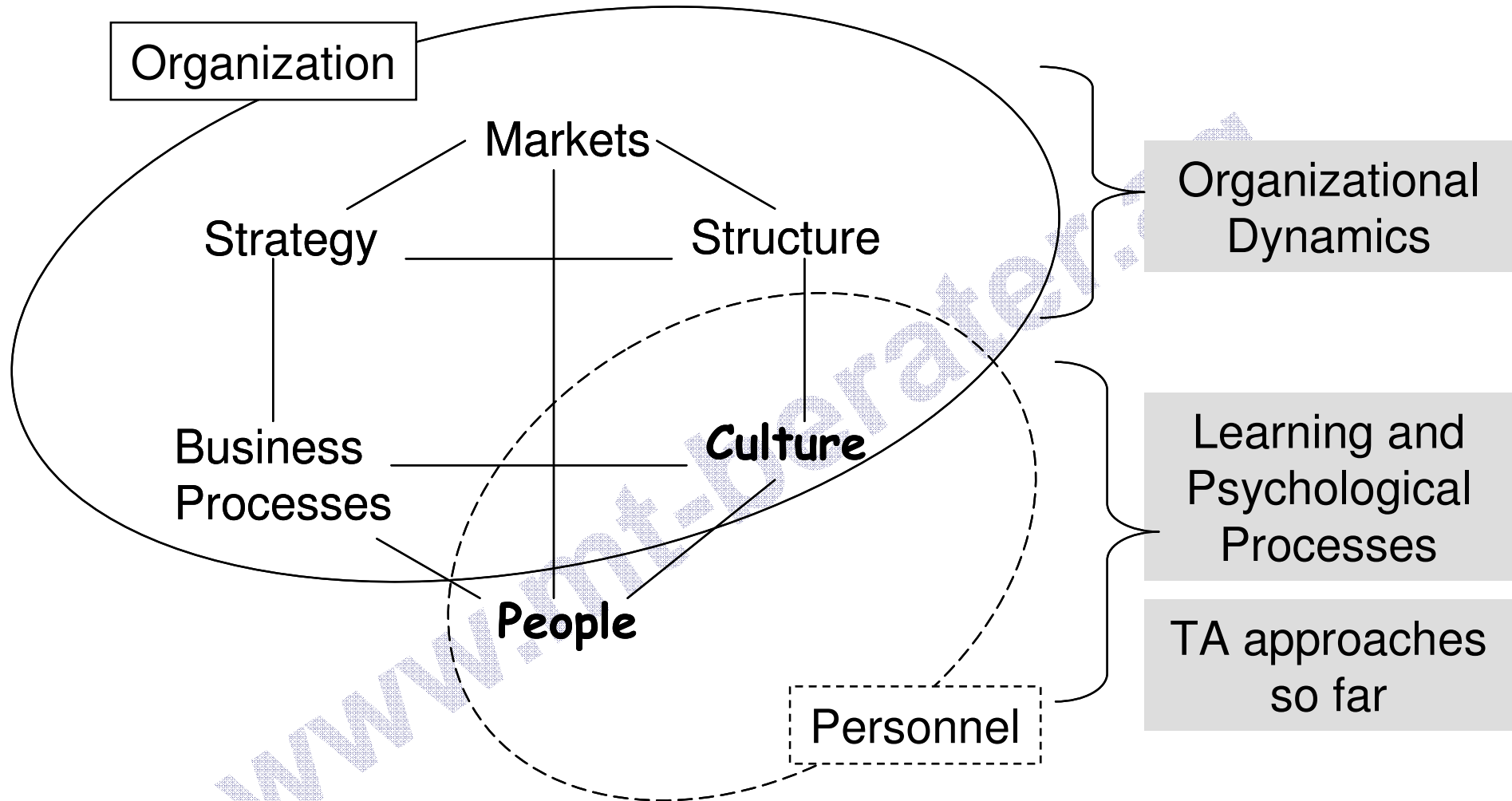
What Is 'Organizational Transactional Analysis' ?



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Elements In The Dynamics Of Structures



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1. **Process improvement interventions**
2. **System-based learning interventions**
3. **Cultural learning interventions**
4. **Personal learning interventions**

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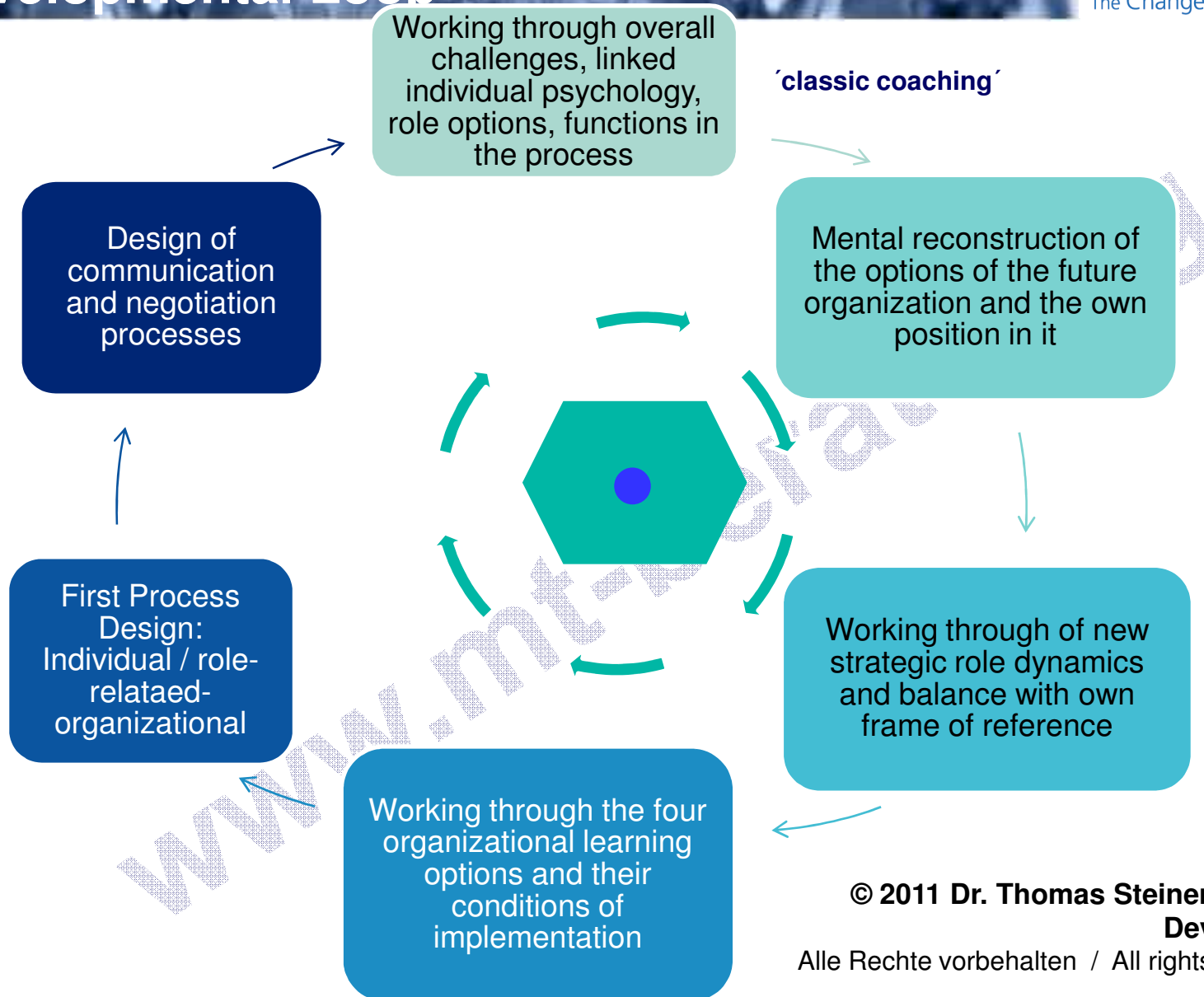
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1. Pioneer - Phase
2. Change Management - Phase
3. Restructuring - Phase
4. Rehabilitation – Phase

www.mt-berater.ag

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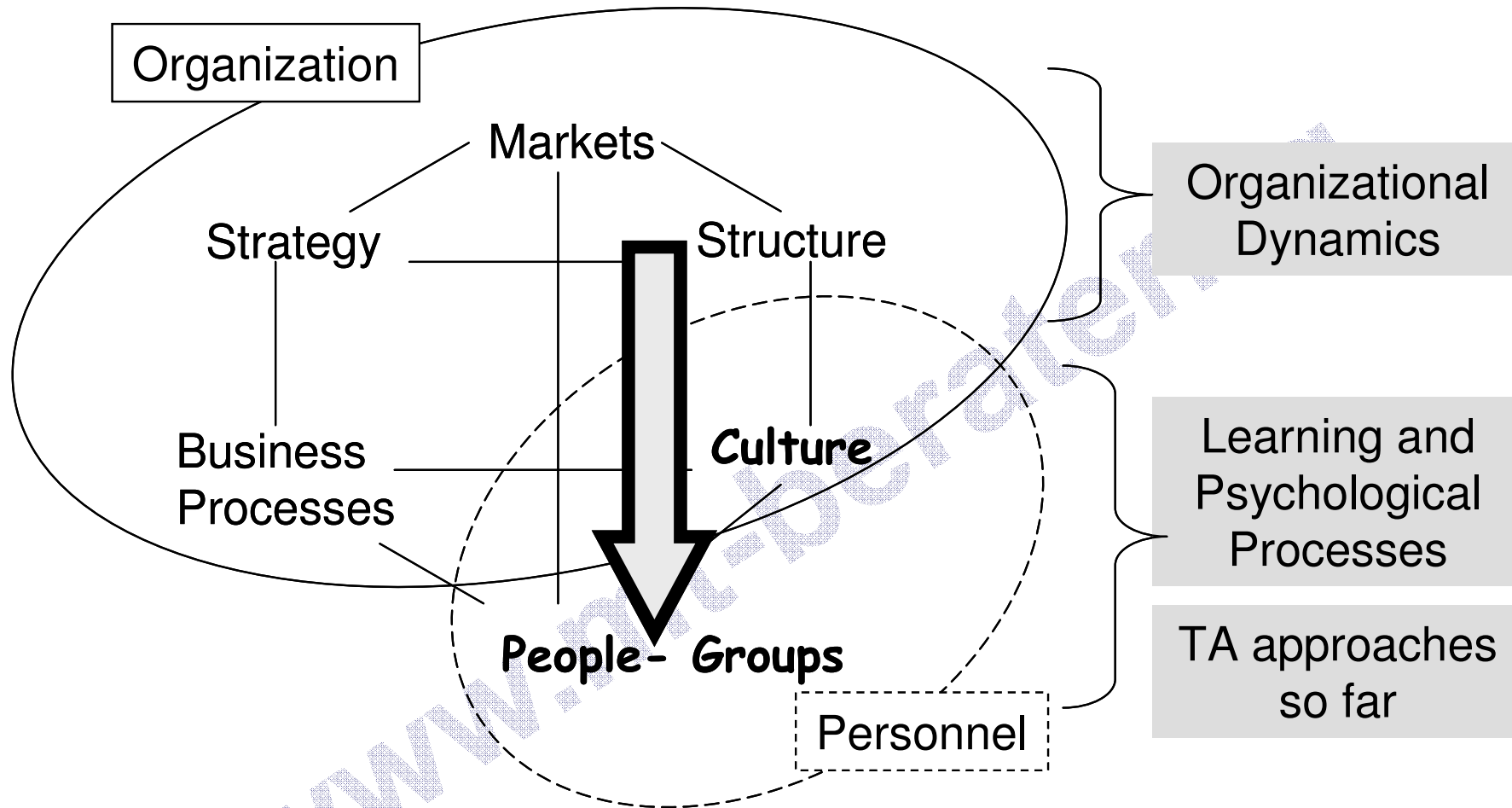
The Organizational Developmental Loop



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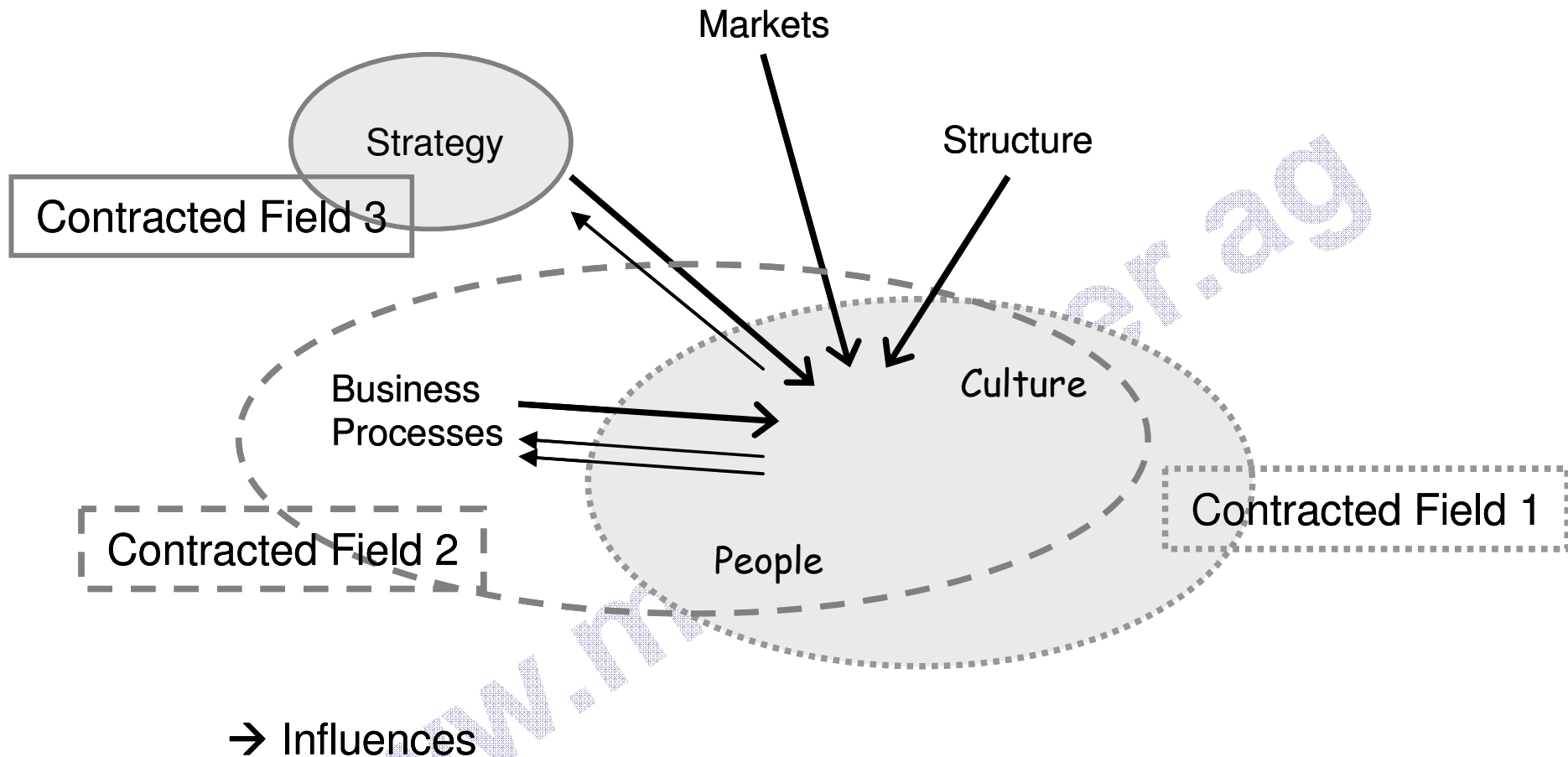
Structural interventions Need A 'Reverse' Direction Diagnosis



We are able to support business with effective people management

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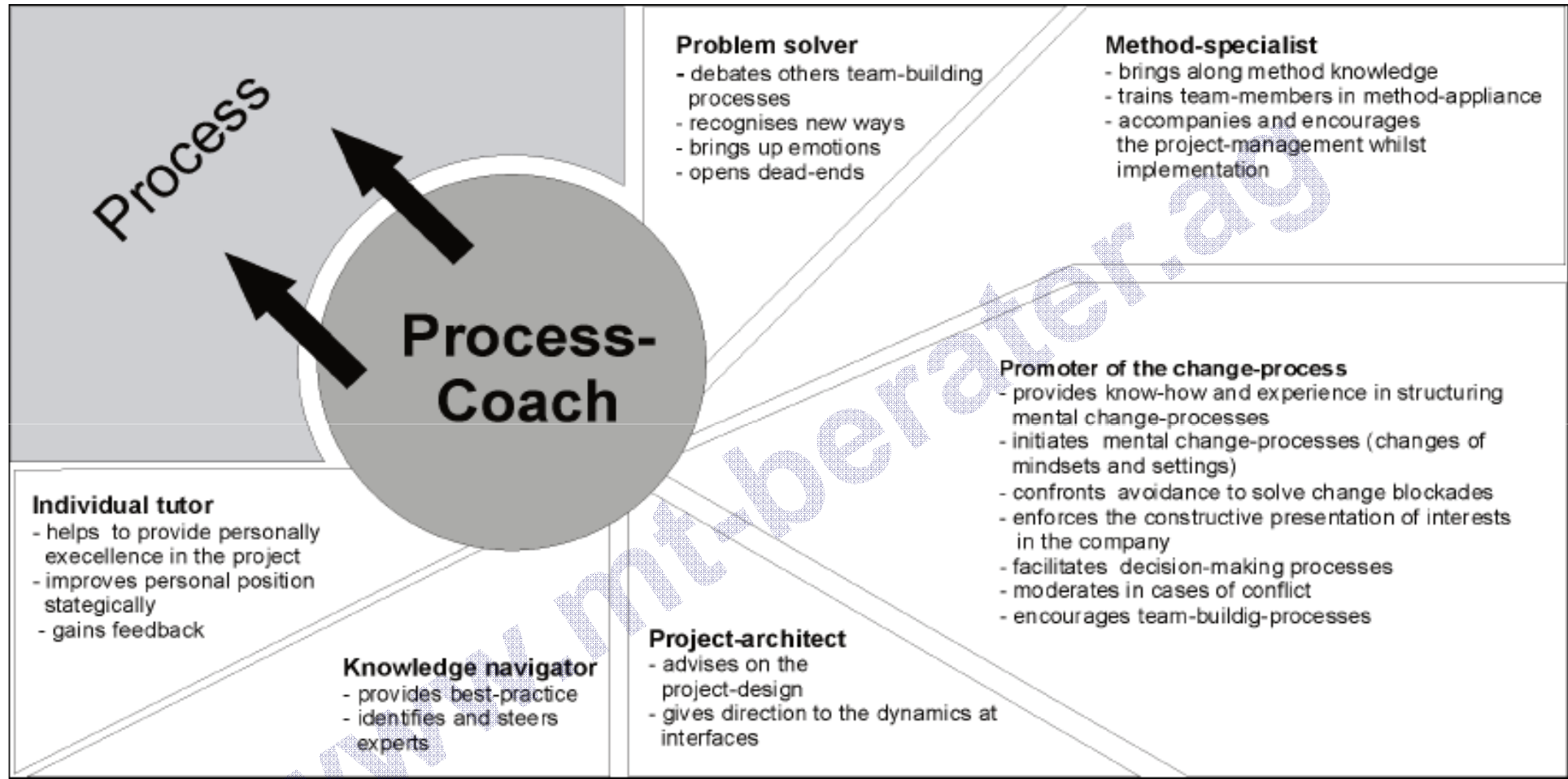
What Is The 'Contracted Field'?



We are skilled project architects and deliver defined processes to improve businesses measurable!

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Balanced Change®

In this book my article on the previous material is included

And

state-of-the art – approaches are described and organizational psychology is presented in the many case-studies in it.

Transactional Analysis New Developments 1995 – 2006

Editors: Günther Mohr / Dr. Thomas Steinert



The International Transactional Analysis Association

Intro

1.	J. Allen	- USA
	<i>Basic perspectives on organizational TA</i>	
	S. van Beekum	- Australia
	B. Schmid	- Germany
	J. Hay	- UK
	G. Mohr	- Germany
	Th. Steinert	- Germany
2.	<i>Challenges and Issues of developing and emerging economies</i>	
	J. Tafoya	- Mexico
	T.S. Radhakrishnan	- India
	C. Suryaprash / I.A. Mohanraj	- India
	T. Dhabar	- India
	C. Brett	- South Afrika
	J. Granados	- Costa Rica
	Th. Ohlsson	- China
	China Youth	- China
3.	<i>Challenges and Issues of reductive economies or societies</i>	
	M. Endo	- Japan
	G. Mohr / A. Diekmann	- Germany
	Th. Steinert	- Germany
	S. van Beekum	- Australia
	A. Mountain	- UK
4.	<i>Challenges and Issues of balanced economic growth</i>	
	S. Klingenberg	- Germany
	L. Freedman	- USA
	S. Loyd	- USA
	A. Wagner	- USA
	M. Laugerl	- Switzerland
5.	<i>Challenges and Issues of split economies or societies</i>	
	R. Krausz	- Brasil
	F. Garcia	- USA

Growth and Change for Organizations

Transactional-Analysis
New Developments
1995 - 2006

Published in
July 2006

Editors: Günther Mohr / Dr. Thomas Steinert

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Dr. Thomas Steinert: Experiences And Project Examples

-selected examples-

Introduction of Product Life Cycle management

- Customer networking and processes
- Project-team consultation
- Realization in the teams

HR-strategy-review for a holding

- Identification of key persons and -groups
- Key-qualification review
- Recruitment process

De-merger in a mortgage bank

- New market channels
- Complex decision-making process
- New requirements for team starts
- New leadership approaches
- Communication process

Adjustment of affiliates and new market goals implementation

- Conferences for strategy development
- Logistics chain review
- Accompany strategy deployment
- Leadership forums
- Controlling and process monitoring

Start-Up of a SAP-CoC-Global for an international Logistics company

- Pioneer phase vs strategy options
- Core competencies, customer processes 7/24/global
- Integration in strategic processes and projects
- Staffing and teambuilding

Team starts after a reorganization

- More flexible project structures, flatter hierarchy
- New roles and new understanding of tasks
- Strongly increased internal dependency

Resolving crisis in an IT-project

- Complexity to high
- Different strategy options
- Tensions in the decision-making-team

Leadership program

- New management understanding
- New project leading and steering
- Mentoren - Coaches

Introduction of intense employee feedback

- New requirements for leaders
- New guidance quality
- Leadership evaluation
- Employee research

Change management of the introduction of SAP R/3 with simultaneous fusion from three national societies to an entrepreneurial group central Europe in an international surrounding

- Complex subproject structure
- Advancement of project architecture
- Facilitation of project groups
- Strengthened user integration development
- Implementation of a master plans

Multi - Cultural Change advisor of programs for a European company

- Intercultural integration / mediation as goal
- Support of change management
- Training of the Inhouse Consultants
- Professionalization of project managers and Inhouse coaches

Production Launch for a new automobile

- Organize learning of 15.000 employees

360° - Feedback as services development

- More co-operation and customer orientation
- New roles and tasks
- Leadership as key success factor
- Constructive discussion and controversy culture
- Strong adjustment on special customer needs

Project coaching of the reorganization of a company for application development

- Coaching of the strategy development
- Emphasis on global HR integration
- Development of project architecture
- Cahllenging Kick off - meetings

Professionalisierung of Inhouse Consultants for a German major bank

- OD - Methodology
- Advisor and coaching attitudes
- Project supervision

Dr. Thomas Steinert

Personal Presentation

- MTB AG Senior
- CEO MTB AG, Hannover
- year of birth: 1954 / married / one son

Directs as MTB-Senior the Change Company - development for enterprises - in Hannover, Frankfurt and Hamburg. As certified civil administrator he worked for different public services. He is trained in financial planning and studied different psychological methods in the US while he was living there in different states. He is now a teacher in organizational psychology and consultant for national and multinational companies, change projects, mergers, HR-innovations and other developmental processes.

- Diploma in administration
- Diploma as psychologist trained in group- and team development, organization development, family therapy, individual psychotherapy
- Accredited work- and organizational psychologist and supervisor in the association of german psychologists (bdp)
- Dr. phil. about Cultural Management
- Certified transactional analyst for organizations / Certified ITAA teaching organizational psychologist in the organizational field TSTA-O



As Consultant his working fields are:

- Guiding and realization of Change-Management-Projects
- Development of leadership and cooperation in reorganization processes
- ChangeManagement project-coach for Business Process Reengineering -BPR-
- Specialist for IT-driven Roll-Outs → setting up new roles in new processes / f.e. SAP-based
- Team-Development and Team-Facilitation → Project Team Consulting
- Strategic Human Resources Management f.e. recruitment-strategies and long-term skill-management for the core processes
- Process-oriented training, focus: Leadership, Staff Development and potential-oriented measures
- Occupational Health, Safety Policy and Active Accidents Reduction with a focus on Loss-Control and Integrated Quality Improvement
Successful with 2 Public Awards: 2. Price for Safety Videos of EU in 1996 / St. Christophorus-Award of the German-Assurance-Association in 1998

MTB Senior Coach

- Senior-Projekt-Coach: HR-Projects (OD-PD-P)
- TopManagement- and LeaderShip-Coach
→ [Coach-Database](http://www.coach-datenbank.de/coach_details.asp?userid=659) → http://www.coach-datenbank.de/coach_details.asp?userid=659
- Strategic Coaching