

welcome to **petramehl.de!**



editorial

in this age of knowledge and communication corporate cultures are needed to encourage innovation, creativity and the opportunity to learn from each other. business which build on success know that best performance can only be achieved by employees who really enjoy their work. we [petra mehl & network](http://petramehl.de), will help you to create a climate of trust and openness in which communication and success will flourish, thus paving the way for possible new paths. this method enables you to maintain a clear mind for your own important tasks and increase in strength for the future.

our approach: when employees are prepared for and take part in the changing process - only then can they support the transition and play a role in making it successful. **we promote: innovation, communication, reflexion, cooperation and creativity**



**one cannot
discover new
continents without
having the courage
to loss sights of
familiar coasts.**

change management

initiating and supporting the changing processes

in mergers

in reconstructing

in reorganization

in management succession

workshops for the development of new management vision and strategies.



one has to attempt the impossible...
in order to reach what is possible

organizational - value - assessment

corporate-transformation-tool (CTT)

running a succesful company means offering a great place to work!

according to a survey of the gallup institute, only 15% of the german employees are committed to their work. this causes a worldwide economic damage of about euro 220 millions.

in 60.000 exit interviews, 80% of the turnover is related to an unsatisfactory relationship with the manager.

mostly, the reason for this is the lack of a value-based and vision-guided corporate culture people can identify with.

kotter & heskett of the harvard business school found out that companies with a strong value-guided culture outperformed companies with a weak culture by far.

how to create a corporate culture in which people are satisfied and efficient

.....

one method is building up human capital, that means the synchronisation with the personal values of the employees and the values of the company, concentration on employee fulfillment, emotional intelligence of the leadership and a strong goals-orientation throughout the company.

companies, considering this criteria are able to attract and keep talented people. moreover, they increase their profitabilty, their performance and in the end their shareholder value.

nowadays, keeping talents is absolutely necessary in the global economy! due to demographical reasons it is becoming more and more important! professional employees with a focus on the customer are a significant differentiator!

the cost of losing talent is tremendous: **2.5 to 4 times yearly salary!**

act now call us or send us an e-mail!

team development and team coaching

how you make your team even more efficient? we will find the weak points and strengthen the cooperation. daily work often reveals a great loss of energy caused by **misunderstanding...**and lack of clarity. **this is where we start.**

our target:

teams with through shared commitments are more successful and make a difference..

a reason for team development could be:

team restructuring

regular success analysis

a new executive takes over the team

forming intercultural teams

friction loss between two departments

conflicts within the team

or when the team does not reach its goals

intercultural cooperation (our specialty india-germany)

moderation of intercultural teams and workshops

management training

we support your executives with:

training: whoever wants to change something, has to set an example and live the change.

we will make you "fit" in:

**all matters of leadership communication & conversation
skills conflict management selfmanagement**

we teach leadership seminars in several modules with collegial intervision and practice supervision (also cf. advancement and junior leadership circles)



to get to the source, you have to swim against the current!

coaching

systemic performance coaching

coaching provides executives and specialists in a private dialogue good solutions, measures, developments and ideas for their different situations, and helps them to activate resources.

some examples for a request:

organising the own role and task of leadership actively

and to make oneself fit in leadership questions

after taking over a new management function

managing change-processes effectively (e.g. mergers, reorganisations ...)

improving of self-organisation

assigning objectives and methods

with job-related re-orientation and position-fixing

getting ready for an intercultural context

(especially india)

after discussing the order - which is free of charge - we will fix the goal, the procedure and the time-frame along with you. coaching is temporary.

shadowing

we accompany you directly on your workplace/your working day and we work with you on very special topics (e.g. employee leadership, industrial methods, selfmanagement, conversational training, etc.). you get constructive feedback, you can realise everything at once and you don't lose time.

india - germany?? 2 worlds ??

marco polo found the chinese odd. mark twain opined the same about the europeans. indians find our need for order unusual. we find it unusual how indians deal with things like time, planning, organization and hierarchy. with the realization that goodwill alone is insufficient to bridge cultural gaps, we have conceptualized this seminar. we wish to involve ourselves more intensively with india than a tourist. because the india viewed from a businessman's perspective is an entirely different country. the perspective of perhaps the accompanying family yet different knowledge about india gives us confidence when dealing with foreign cultures. the emotional trauma of being in a foreign environment is by no way small. the less you prepare for it, the bigger later strains will be. through the awareness of ones own culture we can indeed adapt our behavior easier in foreign cultures. **content: numbers, statistics, facts about india**

- politics, history, economy, religion, structure of society
- **business in india**
- planning & decision-making
- meeting culture
- motivation and conflict behavior of indians
- how can you avoid misunderstandings
- **other habits and behavior patterns of india**
- how does one live well in india? - without excessive vexation.
- **awareness of ones own culture**
- covering the essential cultural differences and how they might best be handled

targetgroup:

all people who want to work with indians, expats or projectteams, who have colleagues in india

inhouse seminar:

we can plan the seminar inhouse in german or english.

the speech:

a speech according to the targetgroup and topic focus in german or english.

the book:

India has a tremendous potential as a market as well as an outsourcing and production location. But: How can you manage your market entry? This business guide by Petra Mehl-Lammens not only shows how business people get along amongst culture und corruption in India, but also which mistakes they should avoid and which business rules they absolutely have to follow.

In her book she speaks about her rich experiences as a longtime consultant and a cross culture trainer as well as a successful entrepreneur with her own company in Mumbai.

[You can order the book here.](#)

human - resources development - instruments

we develop and implement with your hrd - instruments like:

appraisal interview:

assessments belong to the past. mutual goal agreement and controlling are the keys to the future.

personal development of employees and evaluation of employees in leading positions of course is also part of it. it is a partner- relationship and dialogue that creates confidence and maximize efficiency in the whole company.

assessment:

we will counsel you in your choice of personnel - "the right woman or the right man in the right place" - which is fundamental to the success of a company. we will educate you in interview techniques, or we do the structured interviews for you or support you with assessment - centers.

pool of high-potentials:

we set up with you a pool of your high-potentials, train and accompany them to secure a successful future for your business - against current demographical trends. together with you we develop a sustainable, high-potential-concept and implement it together in your company, in order to make it successful and accepted.



there is a time
when it's essential
to awake...
...and it's now!

who are we?

petra mehl - lammens

degree in economics,
management in human resource and service industry,
systematic consultant,
Master at ISB, Wiesloch, Germany
performance improvement consultant,
gestalt therapist,
national and international experience,

since 1996 independent human-resources-consultant for executives of various companies in europe and asia like: (banks, insurance, engineering firms, IT and telecommunication companies, hotel groups, etc.)

since 1998 chairman of flames consulting india pvt. ltd. in bombay, goa project consulting in india together with german companies

since 2000 intercultural training and coaching for indians in india "the strange german ways", member of IMCI - Institute of Management Consultants of India - and referent at management institutes in india

since 2004 intercultural training and coaching for europeans who are working together with indians or european expats in india, as well as coaching for intercultural teams

& network

the "network" are partners in sales training and sales consultancy, project management, cross-culture for other countries than india. people who think in the same way, have the same values and good education and experiences.

all of us operate in english and german, some in french, dutch, hindi or other indian languages

get in contact with us!

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