



STP- Gesellschaft für
Organisationsentwicklung
und Beratung mbH



Agenda

- **our self-conception**
- **our lines of business**
- **our network**
- **concise profile of our professionals**
- **references**
- **what we have to offer**



our self-conception

- It is our understanding that we are independent partners in all facets of business and security consultation
- We align our acting purposefully, competently and respectably to the interests of our customers
- We work on the basis of appreciation, fairness and in mutual confidence
- We actively arrange the process of change in dialogue with our customers
- We understand ourselves as a network organized in partnership with complementary abilities
- Our Consultants look back on many years of experience, professionalism, team ability and interdisciplinarity
- We are a young company with the self-understanding of producing high product quality with short reaction and production time



Our lines of business

- Organization development
- Personnel development
- Crisis management
- Safety management
- Conflict management



Organization development

In this segment we offer the complex change management up to accurately defined individual measures (training, coaching pp.). On the basis of a comprehensive organization analysis you receive precise references concerning:

- the connection between the enterprise strategy/the company targets on the one hand and the structure and sequence organization on the other hand
- the accurate and timely realization of communication and working processes
- existing and potential conflicts in your enterprise and/or in special work areas
- the leadership and ability potential of supervisors and employees
- ideas and suggestions on improvement made by executives and employees (feedback instrument)
- the necessary short-term and medium-term measures to increase the efficiency in your enterprise



Organization development

- The results of the organization analysis form the basis for a detailed discussion between you and us.
- Then you decide whether you wish to realize the necessary structure and process adjustments in your enterprise in the context of a total concept or to prefer purposeful individual measures and/or an ensemble of measures.
- Depending on your decision we then develop a properly matching concept and communicate it before the implementation with the addressees of the change processes.



Organization development

As individual measures we offer competences in following ranges:

- Project management
- Self management
- Communication
- Appraisal interviews and discussions with employees concerning target agreement, potential, conflict, critique, coping with stress
- Coping with post traumatic stress disorder
- Traumatization after industrial accidents
- Re-integration after long illness
- Mobbing
- Coaching / management training / team development



Personnel development

We arrange authority for you within the ranges :

Personnel recruiting (personnel planning / personnel marketing / personnel selection)

Personnel planning

Before deciding for a personnel marketing concept our consultants support you in the area of quantitative and qualitative personnel planning. Then you decide whether you develop a personnel marketing concept by yourself or assign us.

Personnel marketing

We develop for you a custom-made personnel marketing concept both for the recruitment of specialists as well as for the recruitment of executives. It extends from the first contact through the application management up to the selection procedure.



Personnel development

Personnel selection

On the basis of the requirement profile given by the client or developed in co-operation with him we test central dimensions of the behaviour as well as motivational aspects in addition to the ability potential.

The diagnostic procedures and assessment centers used by us ensure a precise and economical selection of such applicants, who supplement and enrich existing working groups due to their properly matching ability potential, their methodical and social authority as well as their motivation.



Personnel development

Personnel qualification

A key-factor for the success of an enterprise is the correct control of qualification processes to the competent task accomplishment especially with regard to future requirements.

Holistic qualification

First and in cooperation with you we determine the entire (present and future) advanced training needs in your enterprise through a systematic needs analysis.

We give you recommendations as to which training measures enjoy priority and provide a time schedule including necessary refreshing. Beyond that we evaluate the accomplished measures regarding their effectiveness. The results are fixed in a final report and verbally communicated.



Personnel development

Sectional qualification

Due to our experience we know that operational optimization processes can quite often be realized with less expenditure

Appraisal interviews /discussions with employees/ ability analyses

are suitable instruments below the complex advanced training demand analysis for technical and executive personnel in order to determine the necessary qualifying measures.



Personnel development

Employee interview

Employee questionings give clear hints regarding:

- Improvement of leadership behaviour of superiors
- Stabilization of the sole responsibility and the commitment of the employees
- Optimization of the conflict , error and innovation culture
- Efficiency increase by rationalization and improvement of operational sequences

The realization of these aims can only be achieved if the employee questioning is really intended by the enterprise and strategically integrated and if it is accomplished by competent and experienced consultants.

In us you have a partner who accompanies you with a professional project management from planning to the implementation of change processes.

Ability analyses for technical and executive personnel

What are the strengths and weaknesses of your employees? Who is qualified for a promotion, which training measures can be recommended? Our ability analysis supplies clear findings and appropriate recommendations for action.



Crisis and Safety management

Our consultants having relevant experience also from the police crisis management arrange authority for you within the following ranges :

- preventive measures against extortions and product extortions**
- preventive measures against kidnapping**
- consultation and support concerning personal protection of individuals**
- preventive measures against hostage taking**



Crisis and Safety management

- **Consultation and support in case of extortion**
- **Consultation and support in case of kidnapping**
- **Consultation and support in case of hostage taking**
- **Crime prevention**
- **Consultation and support in case of staff theft and inventory losses**
- **Consultation and support in case of economic crime and economic espionage**

Crisis analysis including parallel evaluation

Crisis intervention

Consultation and support after loading experience

For obvious reasons we cannot give you any more detailed information at this point on the working methods of our consultants in this extremely sensitive field of activity. Upon request we will, however, be pleased to make a corresponding presentation for you.



Conflict management

Conflict management

We arrange for you authority within the following ranges :

Conflict prophylaxis

In this field of activity we advise you on the intraindividual level regarding personal attitudes which rather obstruct or promote the prevention of conflicts. In addition we sensitize you for potential centres of conflict. Furthermore our consultation includes organisational aspects of prevention like qualified planning, organization, personnel employment, guidance and control.

Conflict handling

Due to our experience in the area of crisis and conflict management as well as due to the interdisciplinary composition of our consultant teams we are qualified and reliable advisors in the ranges of:



Conflict management

Mediation

- **Conflicts between enterprises**
- **Conflicts in the enterprise** (in particular also exempt private company)
- **Conflicts in the public sector** (e.g. within the ranges of crime prevention, police/social work)
- **Conflicts in the administration**

conflict analysis

The conflict analysis accomplished by our consultants is a systematic instrument to reflect complex and virulent conflict situations. It shows the conflict connections and the interests, motives and action strategies behind the conflicts. It enables the conflicting parties to attain new views and to contribute to lasting solutions.



Conflict management

Supervision

In muddled conflict situations the advising method of supervision is an appropriate means to clear the view of the conflict parties from the outside in order to induce the parties to reflect the situation and to optimize their acting. We are in particular specialized in team and group supervision as well as in interorganizational supervision.



Our Network

The basis of our success is the integrative and complementary cooperation of different technical disciplines in an efficient network.





concise profile of our professionals



Friedrich Schwindt

Establishment partner of the company, criminologist, Dipl. Verwaltungswirt, senior lecturer at the state police university, 20 years in senior command functions at the strategic level in the police services of the state of Nordrhein-Westfalen in Germany and in the UN-Police, Contribution to the police reforms in BiH, Kosovo, Kyrgyz Republic, Georgia, Ukraine; Chairman of the states examination board at the state police university for diploma of public administration, Expert of administration development and crisis situations with major conflict potential. Several years of relevant foreign experience.



Horst Tiemann

Establishment partner of the company, Dipl. Verwaltungswirt, certified management trainer, 30 years in senior command functions at the strategic level in the police services of the state of Nordrhein-Westfalen in Germany and in the UN-Police, Contribution to the police reforms in Bosnia and Hercegovina, India, Kyrgyz Republic; Chairman of the states examination board at the state police university for diploma of public administration, Expert of administration development and crisis situations with major conflict potential. Several years of relevant foreign experience.



concise profile of our professionals



Karl - Peter Bernt

Managing director of the firm

Diplom Soziologe, Dipl. Verwaltungswirt,

30 years in senior management positions at the police services of the laender Nordrhein-Westfalen and Thüringen, especially

- Head of the university of applied sciences Thüringen, Department police
- Head of the coordinating body „violence pevention“ of the land Thüringen,
- scientific advisor of GEFA-Institut, München, expert on administative organisations, personnel affairs and critical police interventions with highest conflict potential.
- former freelance with Unternehmensberatung Kienbaum AG



References

- 1988 Management training in cooperation with the consulting company Kienbaum Personalberatung GmbH
- 1989 Management training for junior managers of BMW Car Comp.
Development and integration of management training for senior police officers in cooperation with Siemens AG
seminars about kidnapping and hostage situations at the state detective school, Düsseldorf
- 1990 Planning and execution of projects in the public sector in cooperation with Kienbaum Unternehmensberatung GmbH
several full scale trainings together with Sparkasse Leverkusen and the special forces of the police of Nordrhein-Westfalen
seminars for executives of the Nordrhein-Westfalen building industry
presentation meeting at the CeBit-exhibiton for the Geva-Institut, München
management training for executives of Swiss companies for Geva-Institut, München
- 1991 Communication and management training at the German Federal Police University, Münster
- 1992 Development and execution of an assessment center for the police of the German State of Thüringen in cooperation with Geva-Institut, München
- 1993 Management training for police officers in the state of Brandenburg



References

- 1996 Re-Organisation and Organisation development for the police in Bosnia and Hercegovina at canton and federation level
- 1997 Re-Organisation and Organisation development for the police in Bosnia and Hercegovina at canton and federation level
- 1997-2001 Consultation and advice for a regional savings bank concerning coping with and handling of traumatized employees
- 2000 management training for police executives in Sarajevo, BiH
Consulting contract for the Indian federal and state police reform
- 2001 Bangkok, visiting lecturer at the International Law Enforcement Academy ILEA
- 2004 Banja Luka, management training for police executives in BiH
- 2005 support for UNMiK Police, Kosovo, managing the organized crime department
- 2006 preparation of the re-organisation of the police NRW
consultation for OSCE and the Kyrgyz ministry of interior, needs assessment in training matters
Consultation and advice for a clinic in Westfalen, personnel qualification
- 2007 consultation for OSCE and the Kyrgyz ministry of interior, needs assessment in training matters,
consultation for EU and the Georgian ministry of interior in police law matters
- 2008 EC-Human Rights seminar in Ukraine
Development of a Management seminar for CEO of Kosovo Public Safety Agencies
STP-GmbH



References

- 2008 EC-Human Rights seminar in Ukraine
Development of a Management seminar for CEO of Kosovo Public Safety Agencies
- 2008 Organisation of a study tour for police officers of the Kirgыз Republic to Germany
- 2009 Coordination of a Community Policing Seminar in Armenia, founding of a Citizens Advisory Group
- 2009 Development of a Management seminar for CEO of Kosovo Public Safety Agencies



What we have to offer

Independence

Consequent aiming at client's interests

Complementary Team Composition

Combination of the required core authorities in the team

Experience

Successful Consulting in private industry public sector

Network

Detailed know-how and first-class contacts



We thank you for your attention. Please do not hesitate to contact us for further informaton.

**STP Gesellschaft
für Organisationsentwicklung
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