



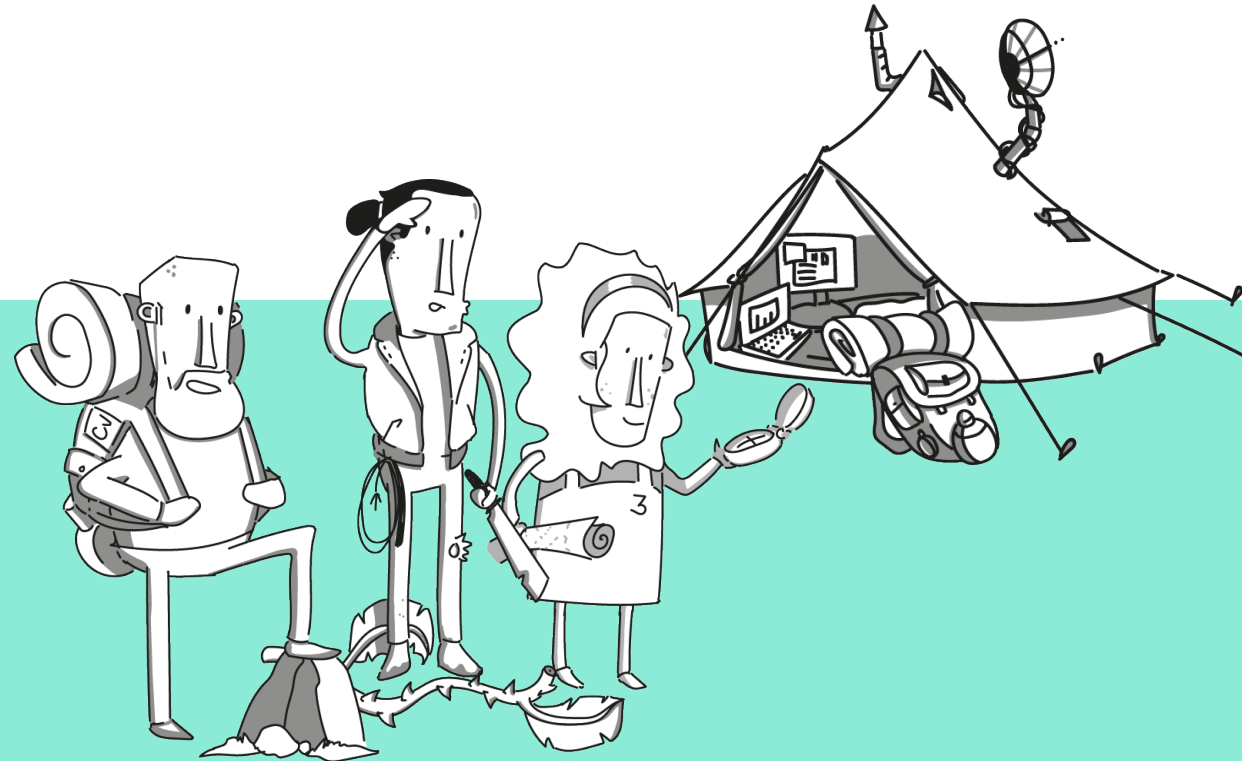
# 3kubik

We create  
workspaces

mentally analogue digitally

**SharePa:  
How AB Enzymes aligns its  
mindset and toolset for growth**

AB Enzymes & 3kubik

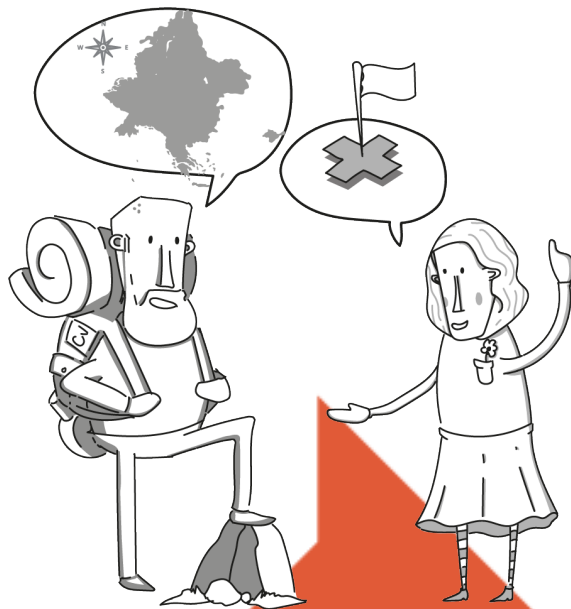


## The aim of the workshop was



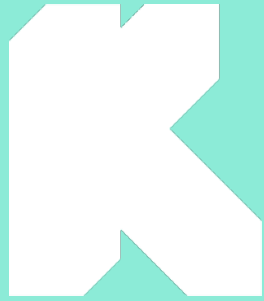
- Learning how **organisations** can **develop** when they **truly harmonise** working methods and tools
- Derive your own **actions** from the **mistakes and successes** of a pioneer
- Work together to **draw up** a **checklist** of the most important **requirements** for a **successful** project
- **Have fun!**

# The workshop



Our task:

**What** does it take to make projects in which the **working methods, tools** and also the **mindset** are to be changed really successful?



# We say it needs three pillars...

...and together with you we have worked out what is important on a strategic/cultural, human and organisational level:

**K** Welche **STRATEGISCHEN / KULTURELLEN** Bedingungen müssen gegeben sein, um Tools und Denkweisen auf Wachstum auszurichten?

Notes on the board include: 'Kultur', 'Ziele', 'Kommunikation', 'Anpassung', 'Wachstum', 'Strategie', 'Kultur', 'Ziele', 'Kommunikation', 'Anpassung', 'Wachstum', 'Strategie'. There are also small drawings of people and a cartoon character.

**K** Welche **MENSCHLICHEN** Bedingungen müssen gegeben sein, um Tools und Denkweisen auf Wachstum auszurichten?

Notes on the board include: 'Sicherheit', 'Vertrauen', 'Anpassung', 'Wachstum', 'Strategie', 'Kultur', 'Ziele', 'Kommunikation'. There is a drawing of a person in a white coat.

**K** Welche **ORGANISATORISCHEN** Bedingungen müssen gegeben sein, um Tools und Denkweisen auf Wachstum auszurichten?

Notes on the board include: 'Anpassung', 'Wachstum', 'Strategie', 'Kultur', 'Ziele', 'Kommunikation', 'Anpassung', 'Wachstum', 'Strategie'. There is a drawing of a person sitting at a desk with a laptop.

# Strategic/Cultural



## **Vision and Strategy**

Develop a clear and inspiring vision. A well-defined strategy sets the direction and motivates the team.



## **Communication**

Open and transparent communication is essential. Always keep everyone involved up to date.



## **Commitment and leading by example**

Ensure that everyone is fully committed to the changes. Managers should act as role models and exemplify the new behaviours.



## **Error and learning culture**

Promote a culture that allows mistakes and learns from them. An open feedback culture helps to continuously improve.



## **Involvement and participation**

Enable tangible participation. If everyone can actively participate, they feel valued and taken seriously.

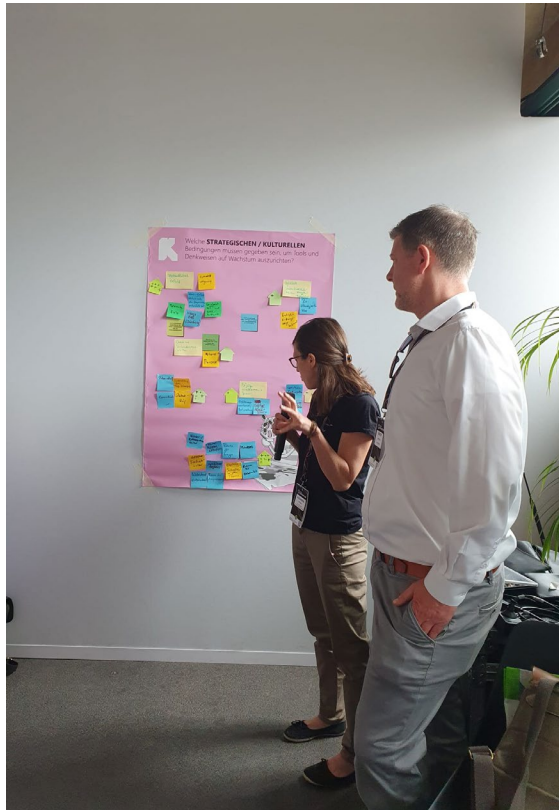
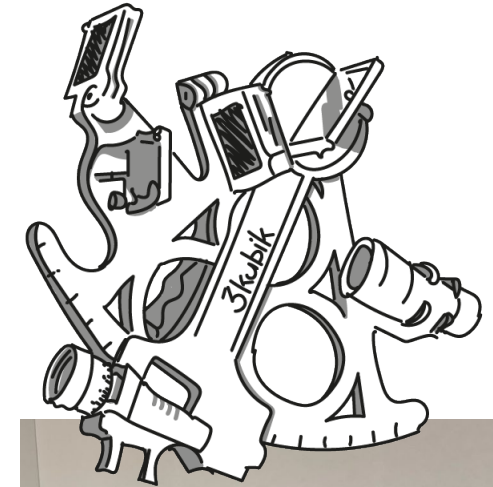


## **Rewards and consequences**

Reward positive developments and take consistent action against resistance. Clear incentives and consequences send the right signals.



# The following was worked out



# Human



## Safety and trust

Create an environment in which everyone feels safe. Trust in the team and trust in leadership are crucial.



## Motivation and purpose

Motivation and purpose Show why the work is important and how it contributes to the bigger picture. Meaningfulness motivates and gives the team direction.



## Autonomy and responsibility

Give your team the freedom to make independent decisions. Autonomy encourages creativity and commitment.



## Support and coaching

Provide ongoing support and coaching. Well-trained and supported employees are more motivated and effective.



## Space for creativity and innovation

Create space for creativity and trying out new ideas. Innovation is the key to sustainable success.



## Celebrate successes

Celebrate successes regularly, even the small ones. This motivates and shows that you are on the right track.



# The following was worked out





# Organizational matters



## Define a clear goal and vision

Define a clear and understandable goal. Everyone in the team should know where the journey is going and why the goal is important.



## Structure and responsibilities

Make sure that responsibilities are clearly defined. Everyone needs to know who plays which role and who they can turn to.



## Planning and resource management

Plan carefully and ensure that sufficient resources are available, including concrete effort definitions for contributors. Overloaded teams cannot work effectively.



## Process definition

Define clear processes and working methods. Everyone should know how the work should proceed and what steps are required.



## Capacities and tools

Make sure that sufficient capacities are available and that the right tools are used. A good tool strategy increases efficiency.



## Regular review

Carry out regular reviews and status assessments. This allows you to determine the current status and make adjustments if necessary.



## The path we have worked out together

If you take these three pillars into account and harmonize them, you lay the foundation for a successful project.

A balanced interplay of organizational, strategic/cultural and human aspects ensures that the team is motivated, committed and goal-oriented.

In this way, you can ensure that your project is not only launched, but also successfully completed.





# A huge thank you to all participants!



**FINISH**

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