



RGC ROLANDGAREIS
CONSULTING

Consulting
Training
Coaching
Innovating
Events

PROCESS PROJECT CHANGE

Identity of Roland Gareis Consulting Ltd.

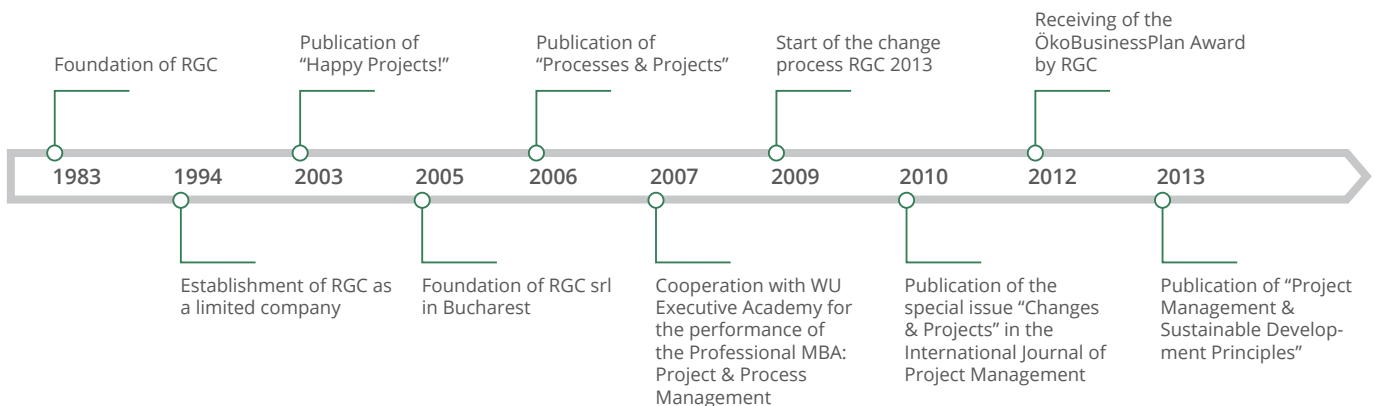
RGC mission

- > We are an international consulting company specialized in process, project, and change management.
- > Our consulting, training, and coaching is based on our originate RGC management approaches.
- > RGC Innovating assures our management innovations.
- > We develop long-term relationships with our customers and cooperation partners based on professionalism and loyalty.
- > We promote the development of our employees by challenging assignments and a values-based leadership.
- > We consider the principles of sustainable development.

RGC management understanding

- > Organizations can be perceived as social systems, which are characterized by self-referential structures and not by linear cause-effect relationships.
- > Process and project orientation as well as continuous and discontinuous change characterize a modern management paradigm.
- > The integrative ONEmanagement approach considers the relationships between process, project, and change management.

RGC 30 years plus



Sustainable Progress by Consulting

We consult organizations, we coach individuals and teams. We perceive projects and programs as temporary organizations. They are objects of our consulting. Rely on our more than 30 years of management consulting experience!

Consulting of projects and programs

- > Consulting of the start, controlling and closing of a project or program
- > Consulting of a change in a project or program
- > Auditing of a project or program
- > Project management of EU projects
- > Finance management of EU projects

Consulting of project-oriented companies

- > Organizational design of the project-oriented company
- > Development of career and development plans for project personnel, assessment of project management personnel
- > Development of a guideline for project and program management
- > Development of a guideline for project portfolio management, structuring of the project portfolio database
- > Establishment of a project portfolio group, a project management office, expert pools

Process management consulting

- > Organizational design of the process-oriented company
- > Development of process maps, management of the process portfolio
- > Modelling of processes, controlling and optimizing processes
- > Development of a guideline for process management
- > Establishment of a process management office

Change management consulting

- > Design of change processes by projects
- > Dealing with resistance in change processes
- > Development of company strategies, of business plans and of SWOT analyses
- > Development of a mission and a vision, identification and definition of values
- > Organizational design of companies, departments, profit and cost centers

ONEmanagement consulting

- > Integration of process, project and change management
- > Integrated corporate governance
- > Establishment of a ONEmanagement office

Consulting approach

We cooperate with our customers on the basis of a systemic-constructivist consulting approach.

There is no objective reality but there are subjective constructions of reality, which are developed by communication and consensus finding.

We approach our customers' challenges in regards of their specific contexts.

Management Approaches based on Innovating

Thought leadership: management innovation for more than 30 years!

- > The originate RGC management approaches are the basis for our consulting, training and coaching services. This differentiates us from our competitors.
- > The RGC management approaches are based on the social system theory and radical constructivism. Specific for our approaches are the process and the context orientation.

The following RGC management approaches are published and are further developed in research-innovation projects:

- > RGC PROCESS – methods and organization for sustainable process management
- > RGC PROJECT – processes, methods and organization for sustainable project management and management of the project-oriented company
- > RGC CHANGE – processes, methods and organization for sustainable change management
- > RGC SOCIAL – models and techniques for communication in organizations

Innovating

Innovating ensures the further development of the RGC management approaches. Current innovation projects are:

- > Agility & Projects
- > Agility & Changes

RGC is a member of PMUni, an international network of universities for professional education and research in process & project management.

2016–	Agility & Self Organization
2014–2015	ONEmanagement
2010–2013	Sustainable Development & Projects
2010–2011	Social Competence
2009–2010	Change Management & Projects
2007–2008	Sectoral Process & Project Management
2001–2006	Project-oriented Society
1998–2000	Maturity of the Project-oriented Company
1995–1997	Project Management Benchmarking
1992–1994	Crisis Management
1988–1991	Management by Projects

Training, Coaching and Events: Beyond Certification

Training

Practical and theoretically-based know-how regarding project and program management, management of the project-oriented company, process management, change management, requirements management and social competence is provided in seminars and in education programs. Both open and in-house trainings are offered.

Coaching

Coaching on the one hand transfers training contents into the daily business practices of the graduates of trainings and on the other hand contributes to solve “on the job” challenges of managers. We offer coaching for individuals (e.g. project owners, project managers) and for teams (e.g. project teams, project portfolio groups).

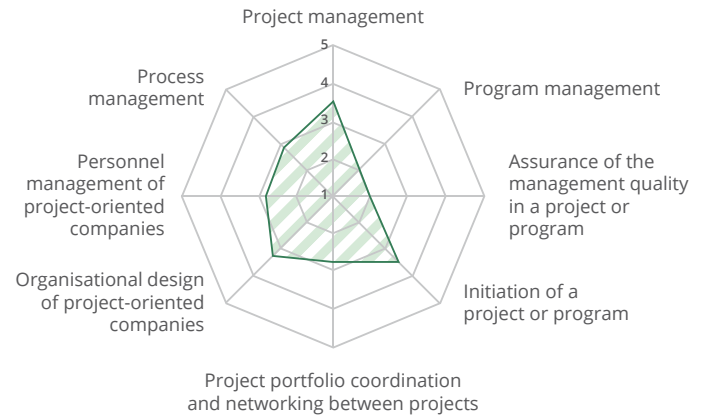
Events

Our events offer the management community a platform of information about best practices and new research results as well as a possibility for an exchange of experiences. A yearly highlight is the international management conference HAPPYPROJECTS.

Training-Features

- > Holistic learning based on the originate RGC management approaches.
- > Case-based training, presentations, reflections, discussions, systemic constellations, role plays and feedbacks, blended learning.
- > Languages: German, English, Romanian, and Russian
- > Preparation for certifications according to IPMA®, PMI® und IIBA®.

Maturity model: coMATURE



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Imprint

Content and text: Roland Gareis Consulting GmbH, Reisnerstrasse 40/1, 1030 Vienna, Austria
Grafik: grafikfabrik®; Druck: Jentzsch