



Digital transformation starts with organization

Organizational Development

In order to transform your business into the digital age, the organization needs to be aligned early on. Benefit from our know-how and multi-layered experience in the field of organizational development both nationally and internationally.

Proservia, as part of the ManpowerGroup, offers you many years of experience and know-how to successfully develop your business organization. We offer solutions tailored to your needs in order to align individual organizational areas or even the entire organization to your future requirements.

There are no generally applicable standard processes or blueprints, but always individual solutions tailored to your needs, which we develop in a trustworthy manner and with in-depth knowledge of change processes together with you and successfully implement them for the benefit of your company.

The successful development of your organization

The detailed analysis of the current situation and the naming of the presumed influencing factors are essential for the desired success.

Gap Analysis

- > Early involvement of employees and their representatives through surveys and / or workshops to jointly define the fields of development

Communication and Transparency

- > Eliminate any fears or concerns in the workforce through proactive and ongoing communication and project transparency
- > Intensive involvement of managers / supervisors
- > Explain the needs and present the new opportunities for your employees

Collective and Individual Development

- > Collective development of an organization always begins with individual developments, therefore the development plan of each employee must be adapted to it

Why Proservia



We are convinced that the digital transformation can only be successful when integrating the human factor. Changes in an organization need to be addressed holistically considering “man power” and IT topics together.

We call it peopleIT.



Our Services

We successfully support change processes of organizations and people. You can use our service as a whole or individually in single modules.

In detail, this can be:

- > *What requirements do I have for the future organization?*
Joint development of sustainable organizational form
- > *Where am I now and what am I missing?*
Gap analysis and definition of development fields
- > *How do I get acceptance of my employees?*
Creation and implementation of a proactive communication plan. Reduction of fears and showing new possibilities through individual development plans. Involvement of participation. Transparency in implementation.
- > *How do I do it all?*
Experienced project management. Preparation of the project plan and determination of the milestones budget and time management.



Your Benefits

Digitization and global competition are constantly presenting companies with new challenges. In order to remain competitive in the future, companies must continually adapt and realign themselves.

Our solutions are smart and accurate, based on a thorough analysis of your business and leadership. In this way, we ensure that the strategies and solutions we implement are aligned with your corporate culture, your vision and your values and goals. Thus, the implementation delivers measurably better results and sets the course for your sustainable success.

"People Business" is one of our core competencies, in Germany alone for more than 50 years. Our customer structure includes both medium-sized companies and corporations.

Want to learn more?

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Proservia combines the aspects of digitalization and its impact to people into solutions. *As European IT Services brand of ManpowerGroup we focus on in-country delivery, employing over 7,000 people. In Germany, with ~1,000 experts, we act as flexible partner always close to our customers with a focus on the user-related aspects of digital transformation.*