

Wie halten Sie Ihre Instandhalterinnen und Instandhalter instand?

Ein kulturelles Reifegradmodell zur Entwicklung
„gesunder“ Teamkultur für erfolgreiche Instandhaltung

Tobias Gerstmaier
www.trainertobias.com



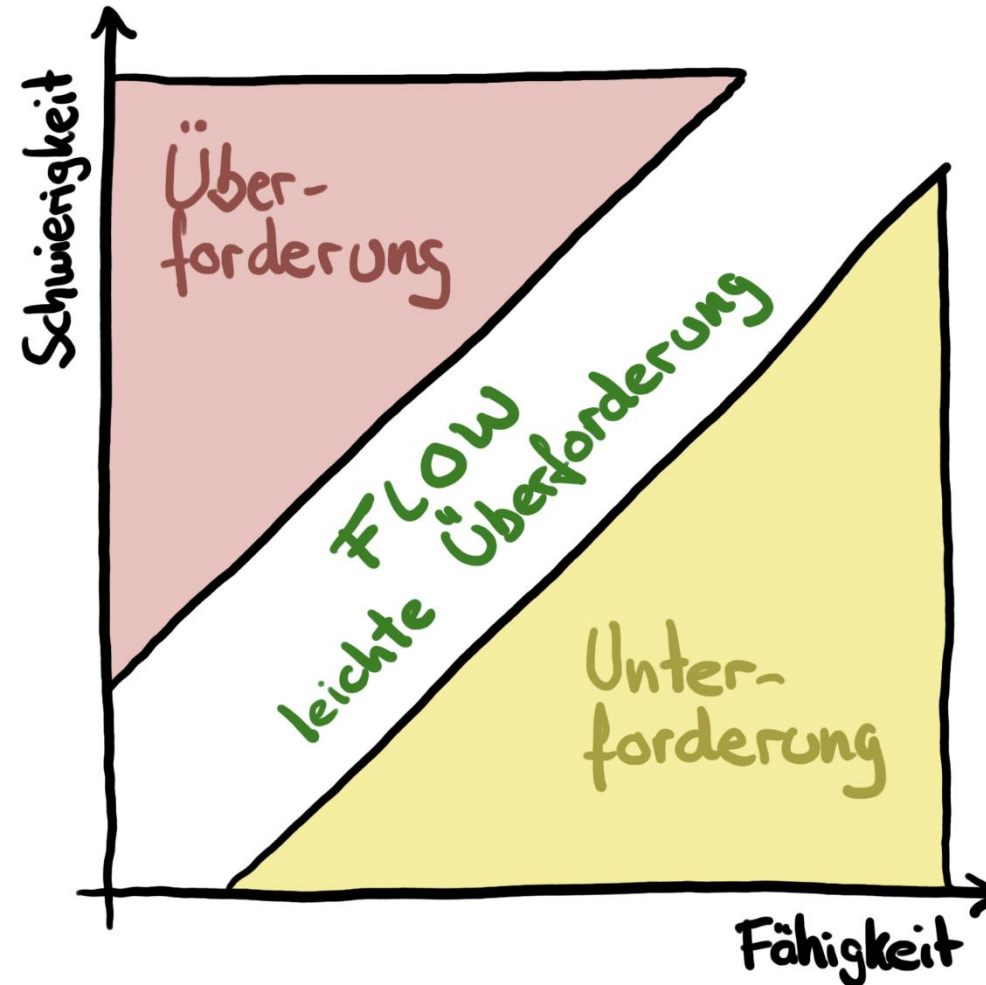
**Gesundheit ist kein Zustand,
sondern eine Bereitschaft
zur richtigen Reaktion auf Störfaktoren.**

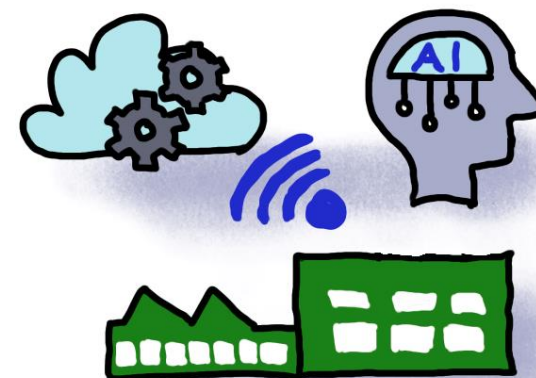
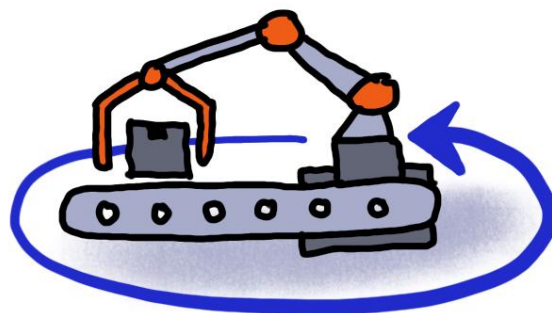
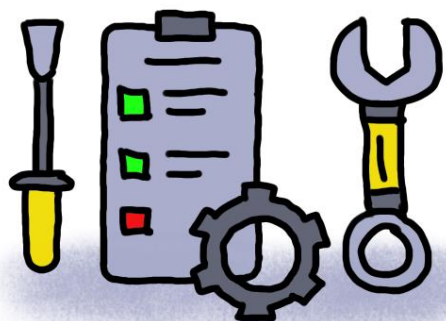
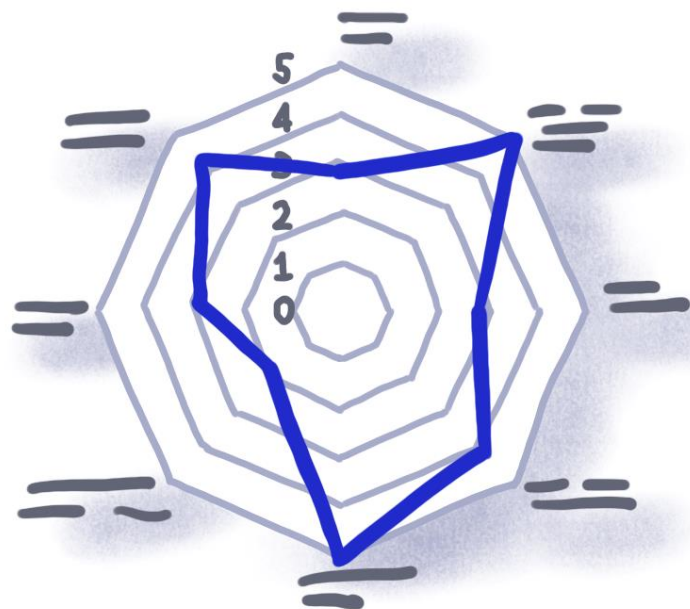
Richard Friebe

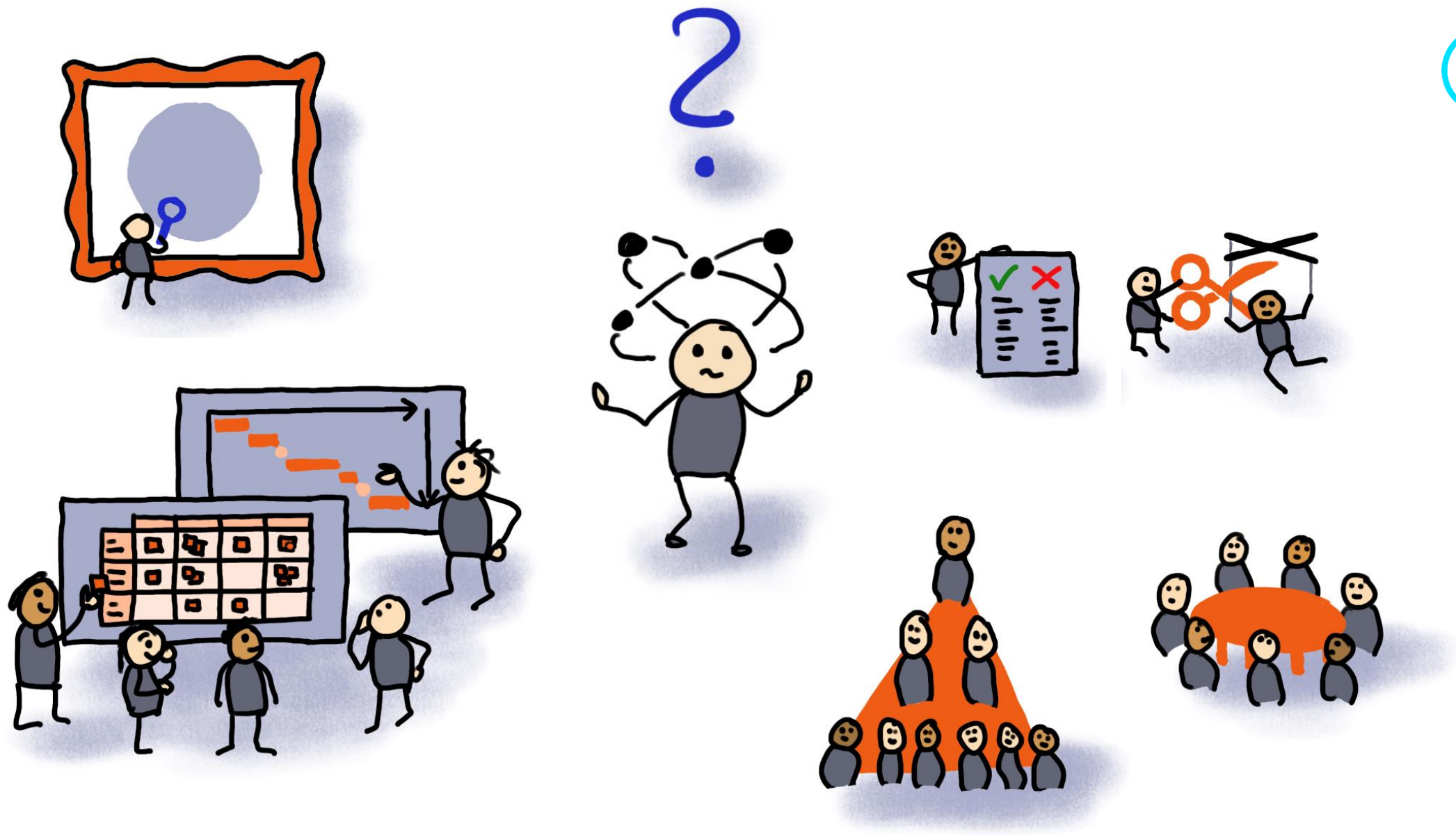
**Gesundheit ist kein Zustand,
sondern ein ständig laufender Prozess.**

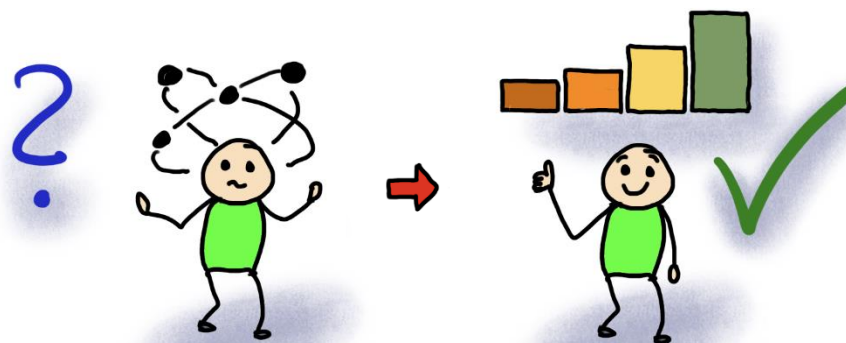
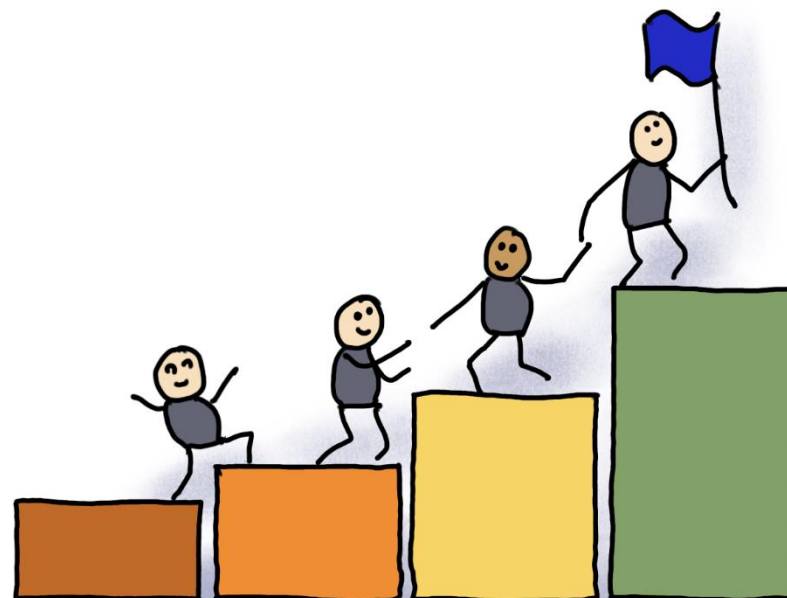
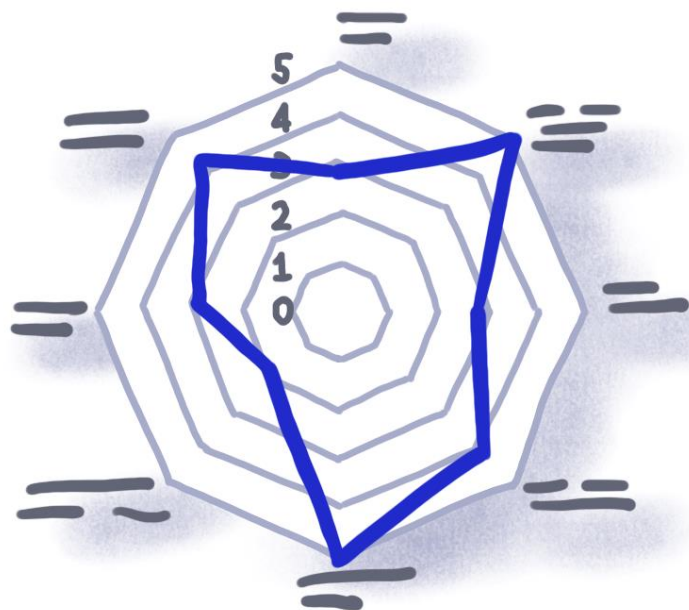
Aaron Antonovsky

Flow







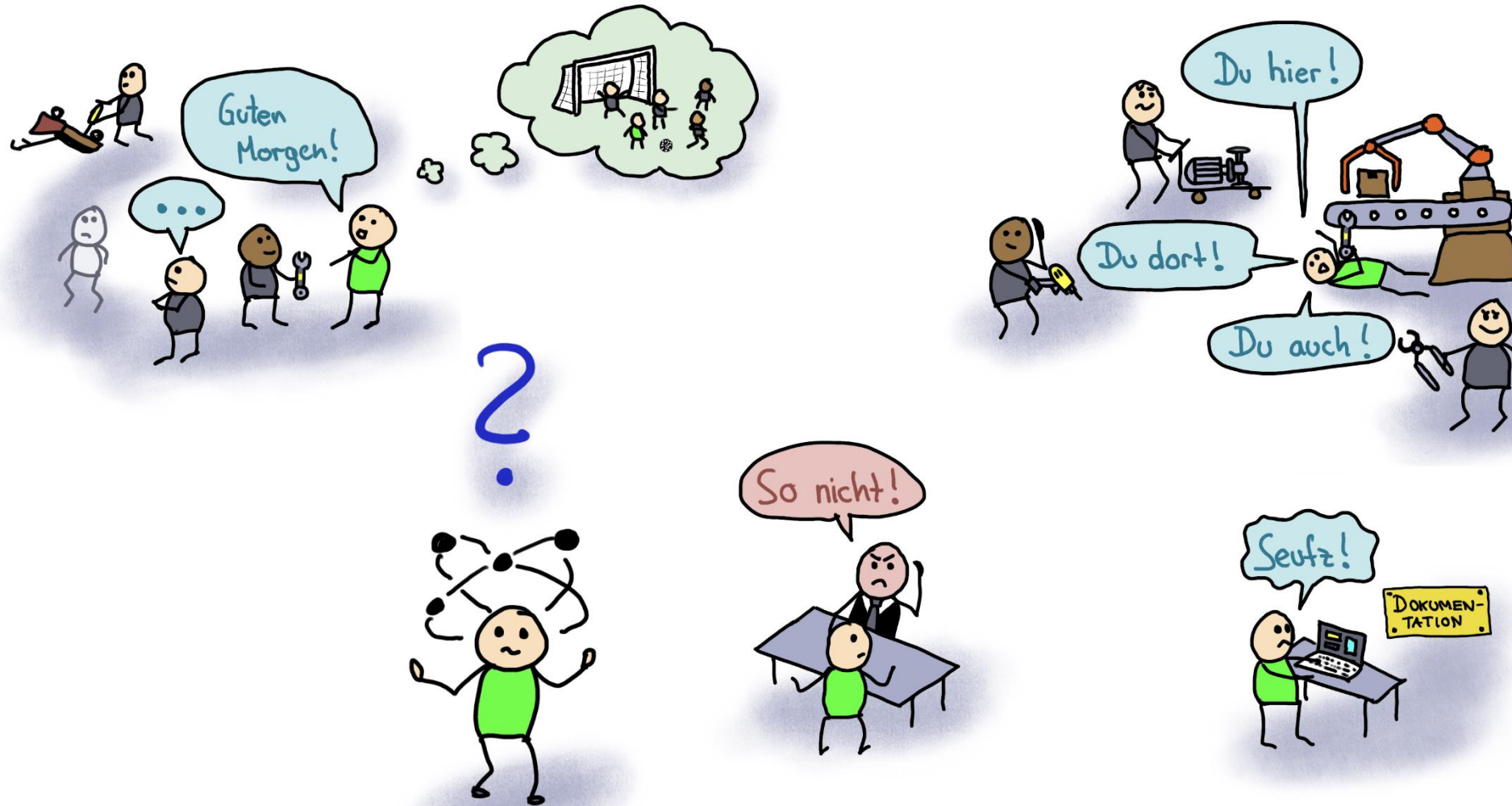


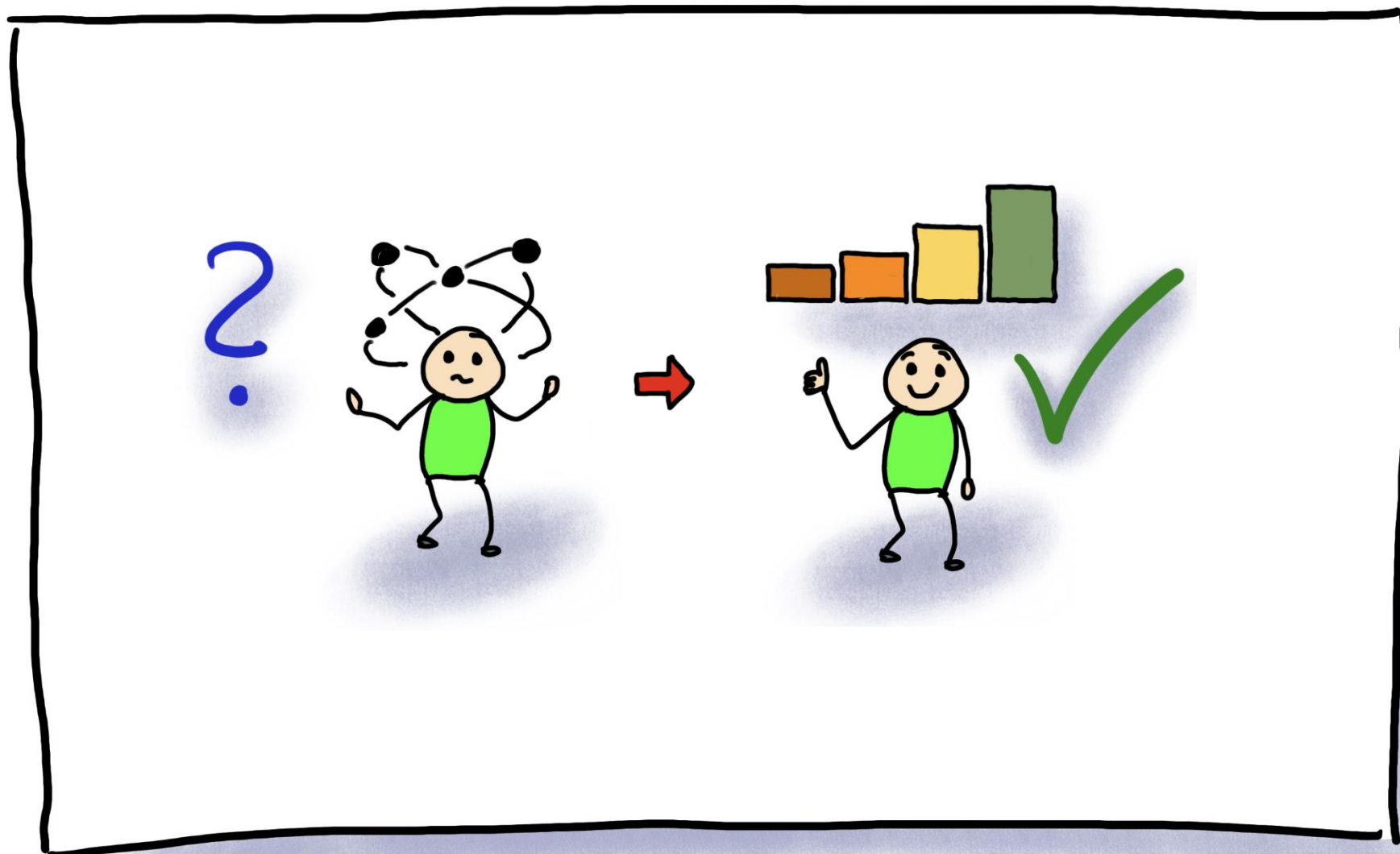
Stufenentwicklung

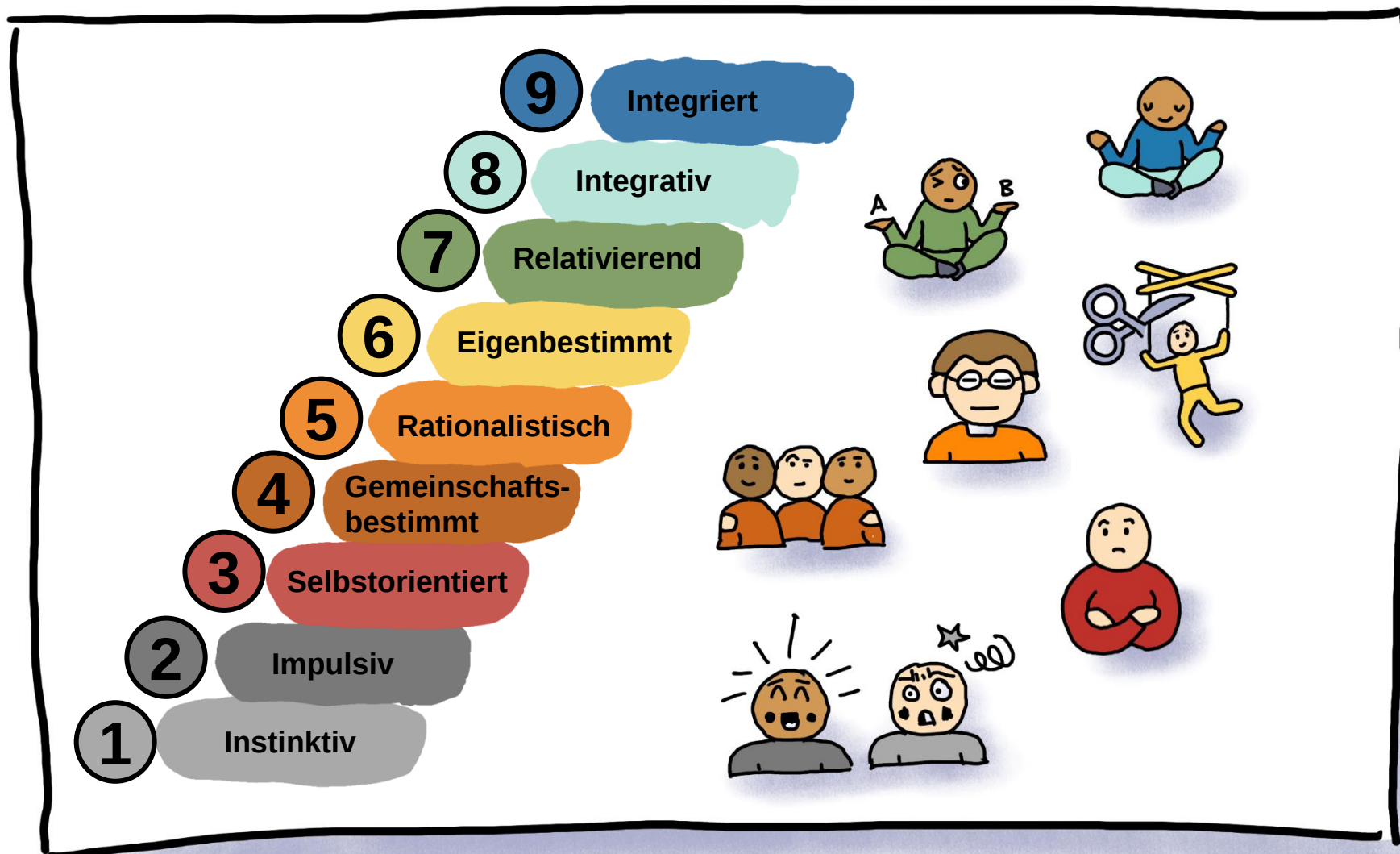


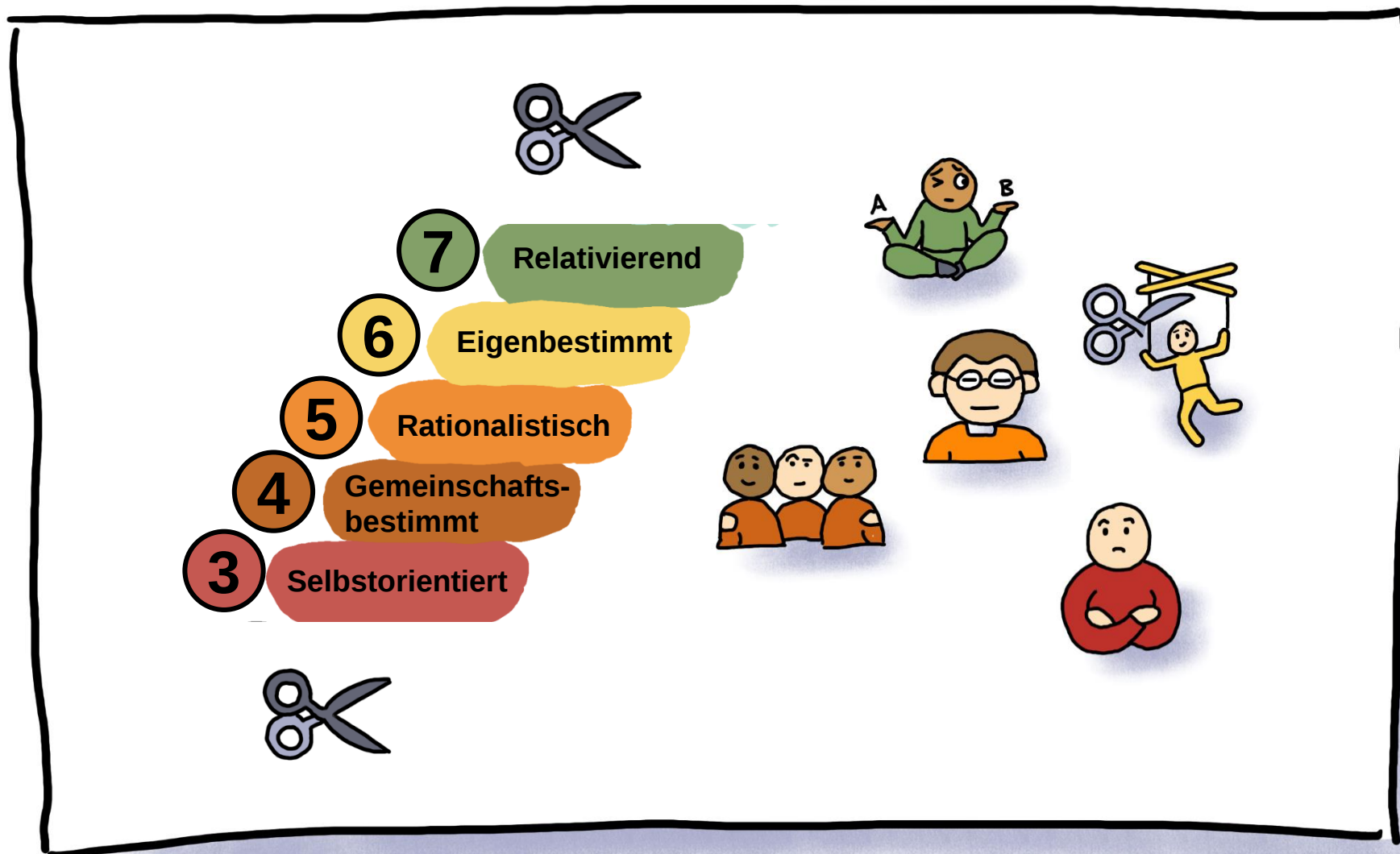
Tobias Gerstmaier (www.trainertobias.com)

Maschinenbau Müller







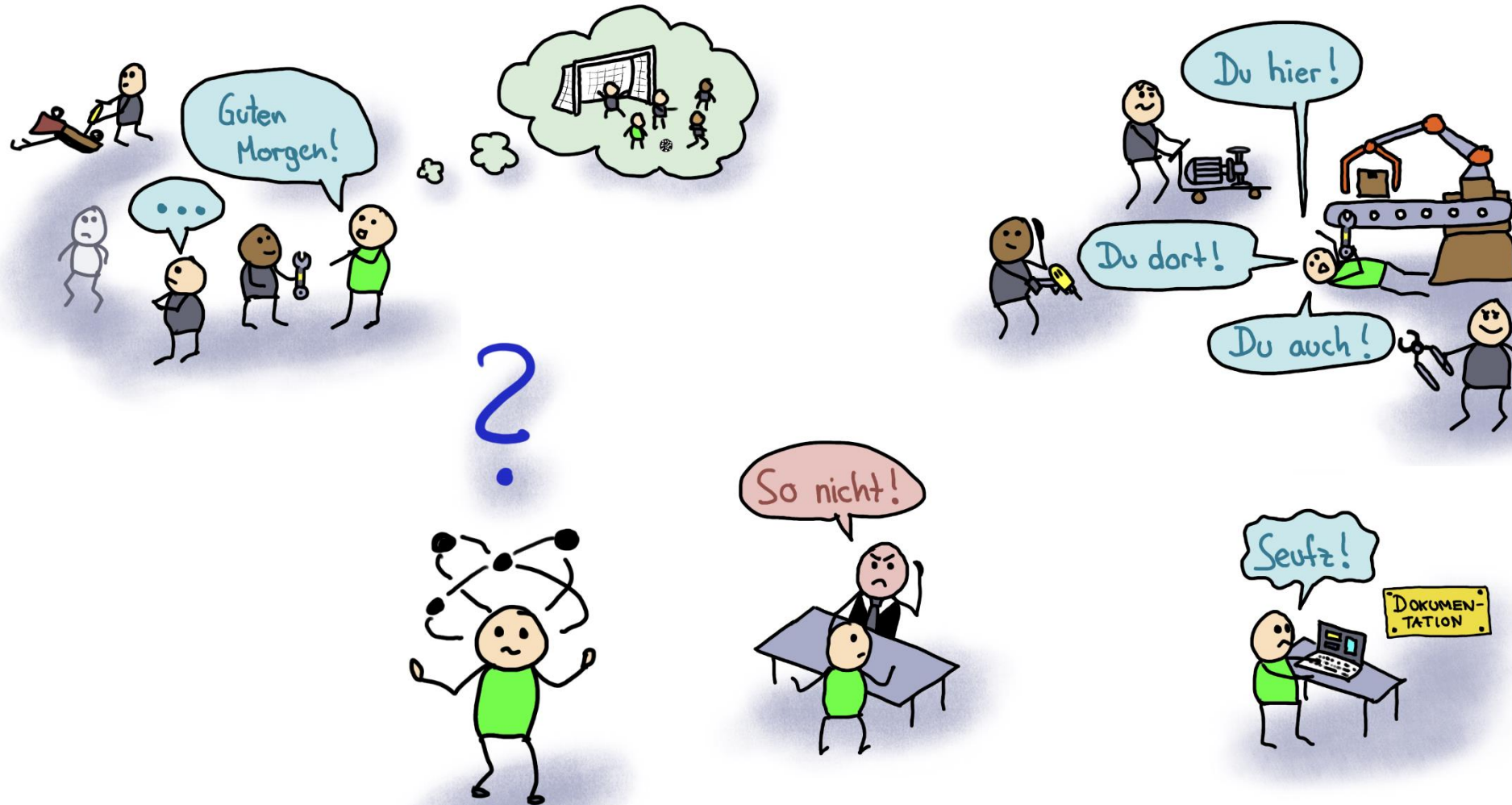




- 7** Visionär-partizipative Organisation
- 6** Leistung- und ergebnisorientierte Organisation
- 5** Expert:innen-Organisation
- 4** Traditions- und regelorientierte Organisation
- 3** Taskforce-Organisation

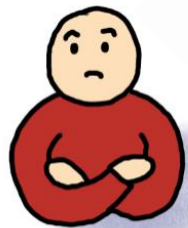
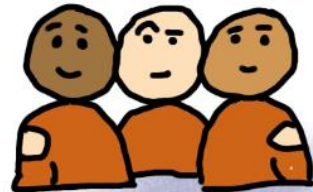


Maschinenbau Müller

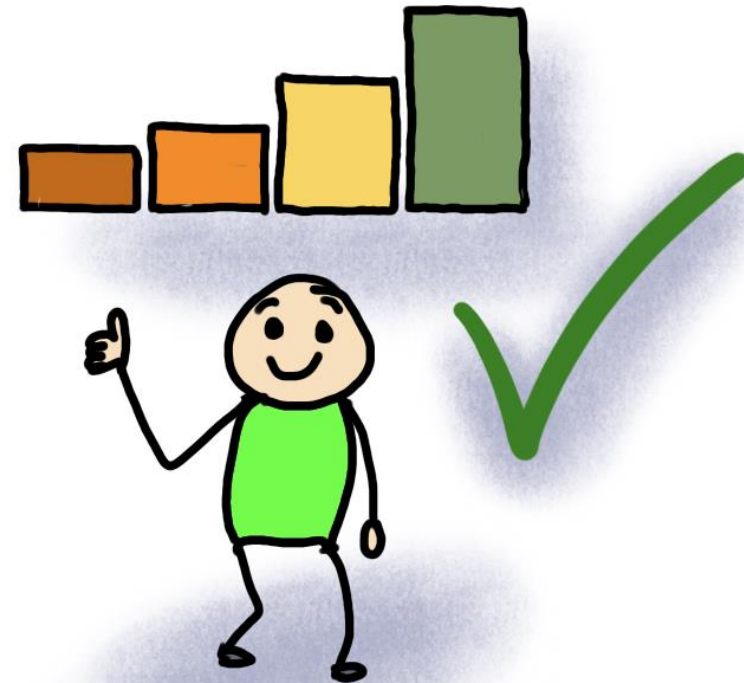


Traditions- und regel-
orientierte Organisation

4

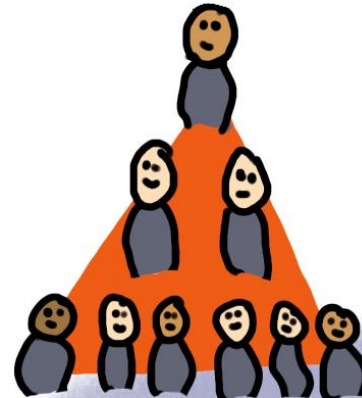
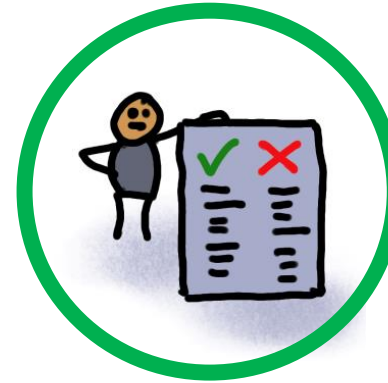
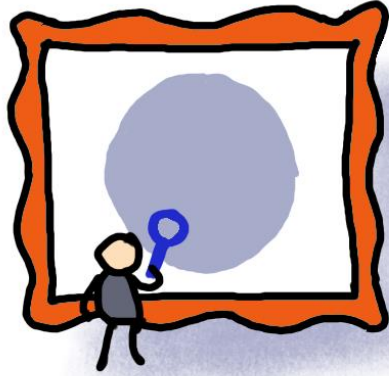


3 Taskforce-Organisation

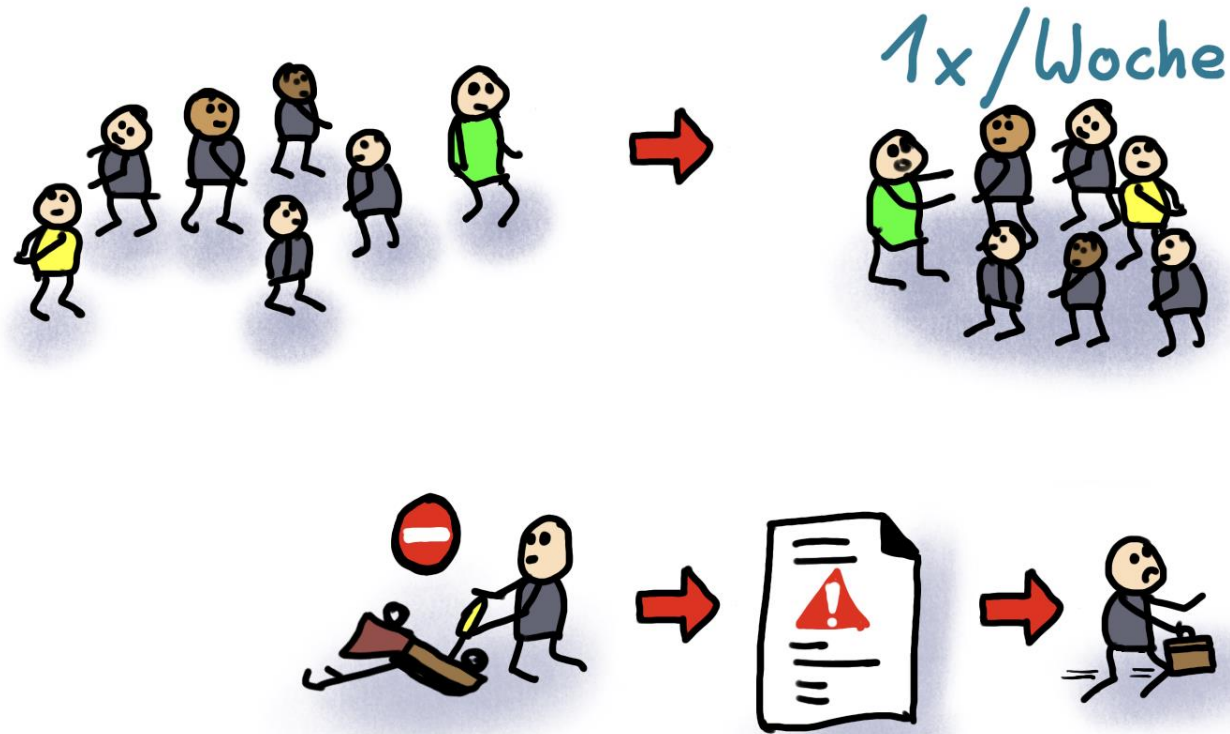


 **ÖVIA**

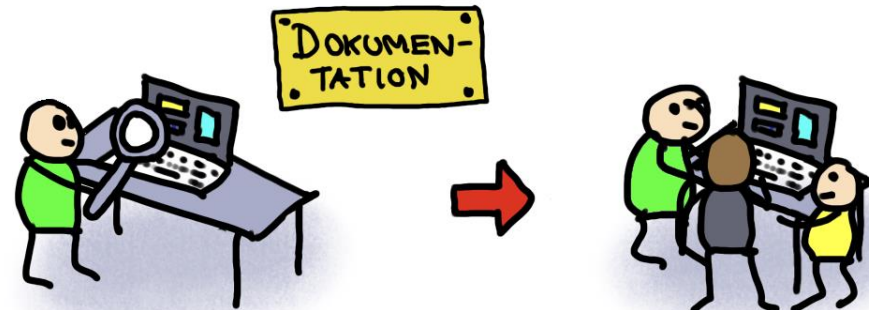
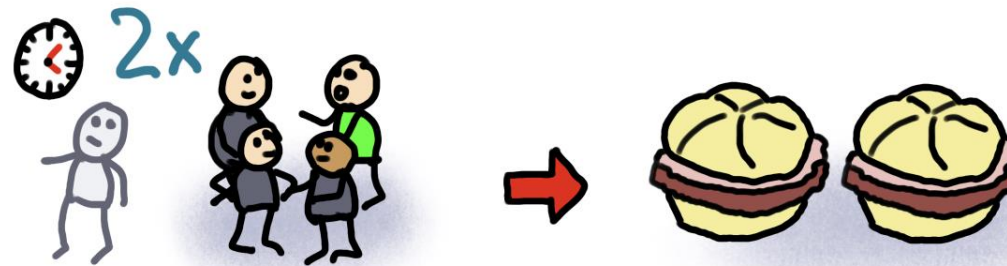
Maßnahmen



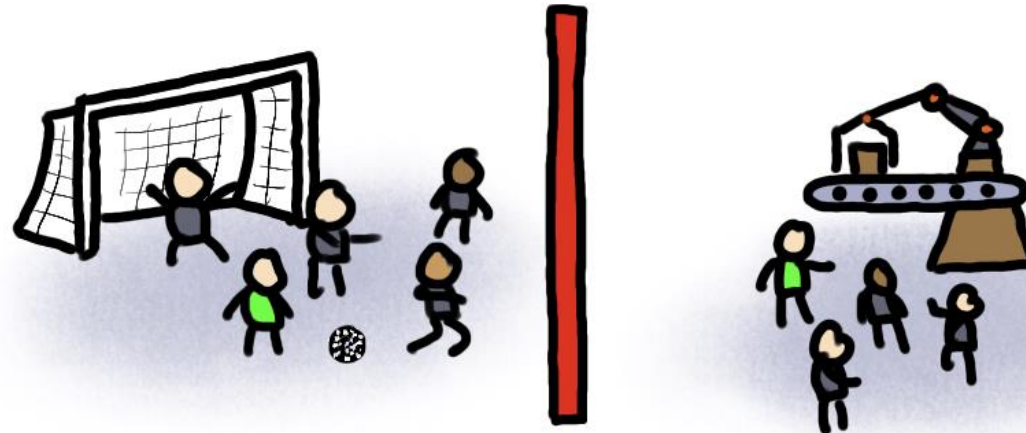
Maßnahmen

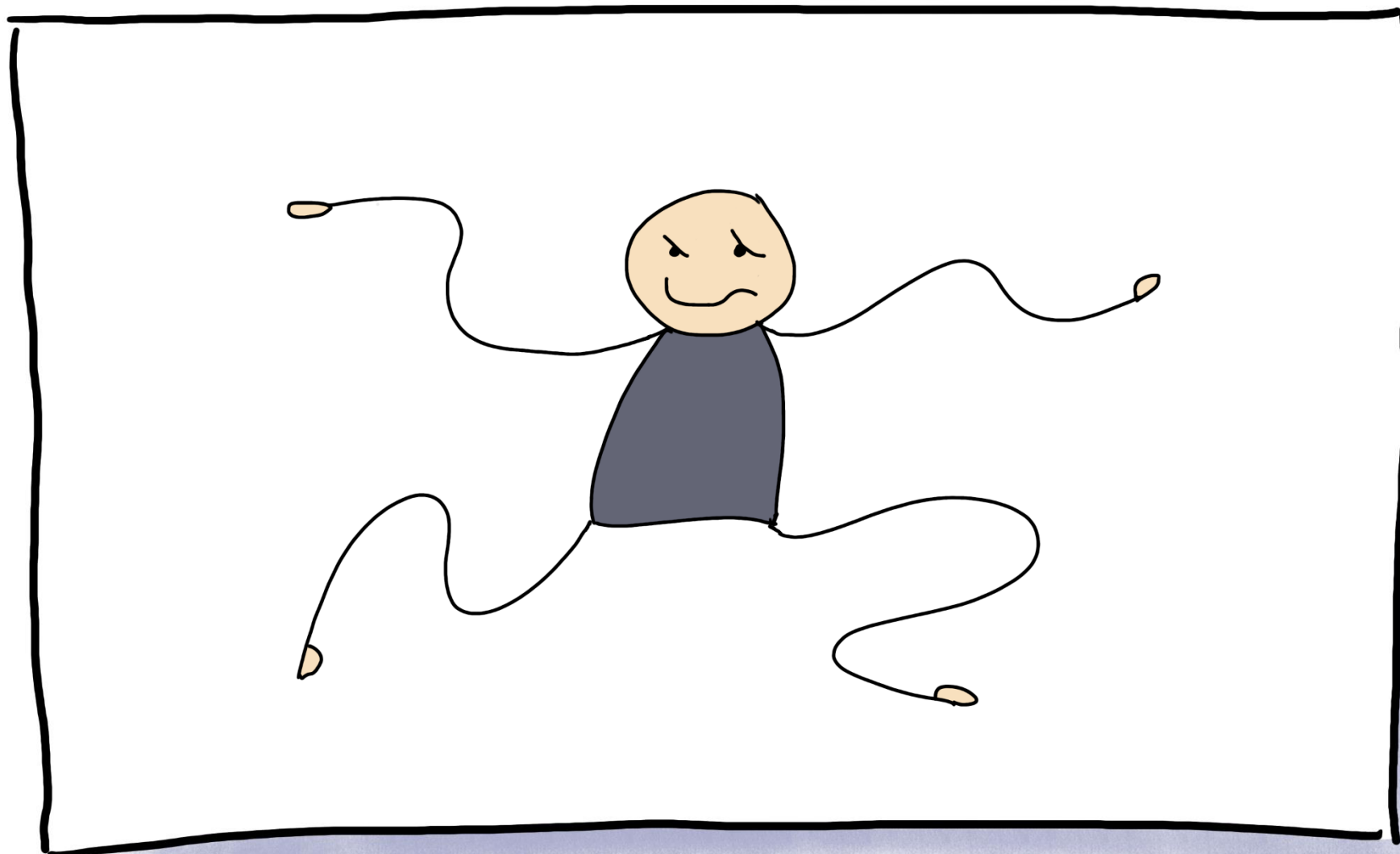
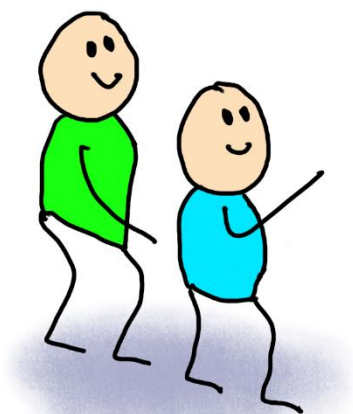


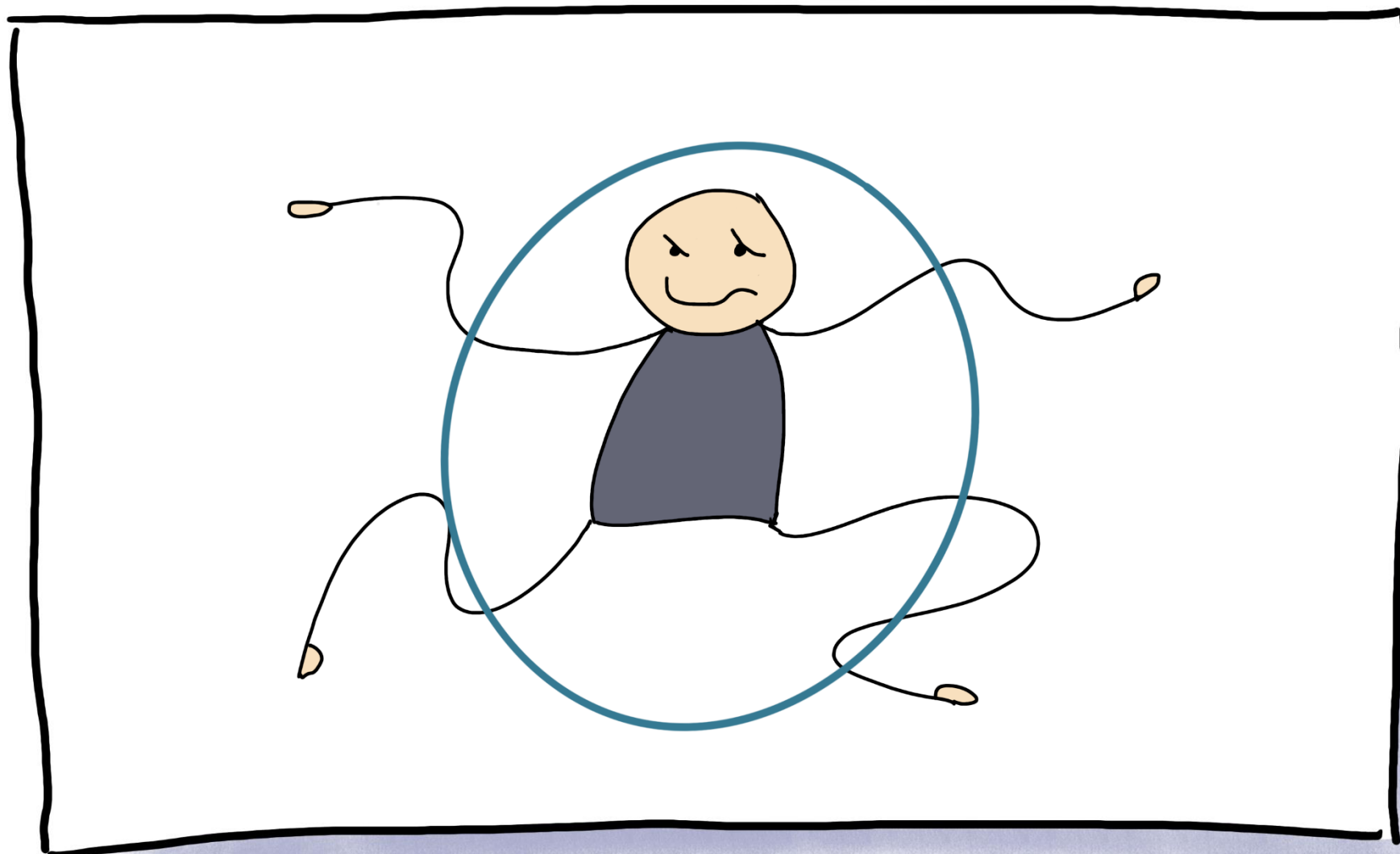
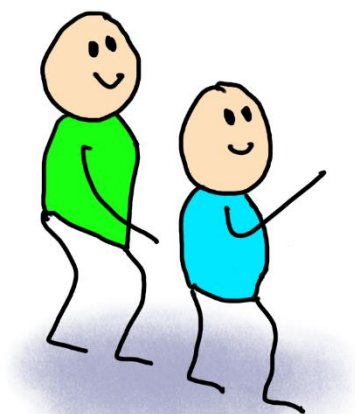
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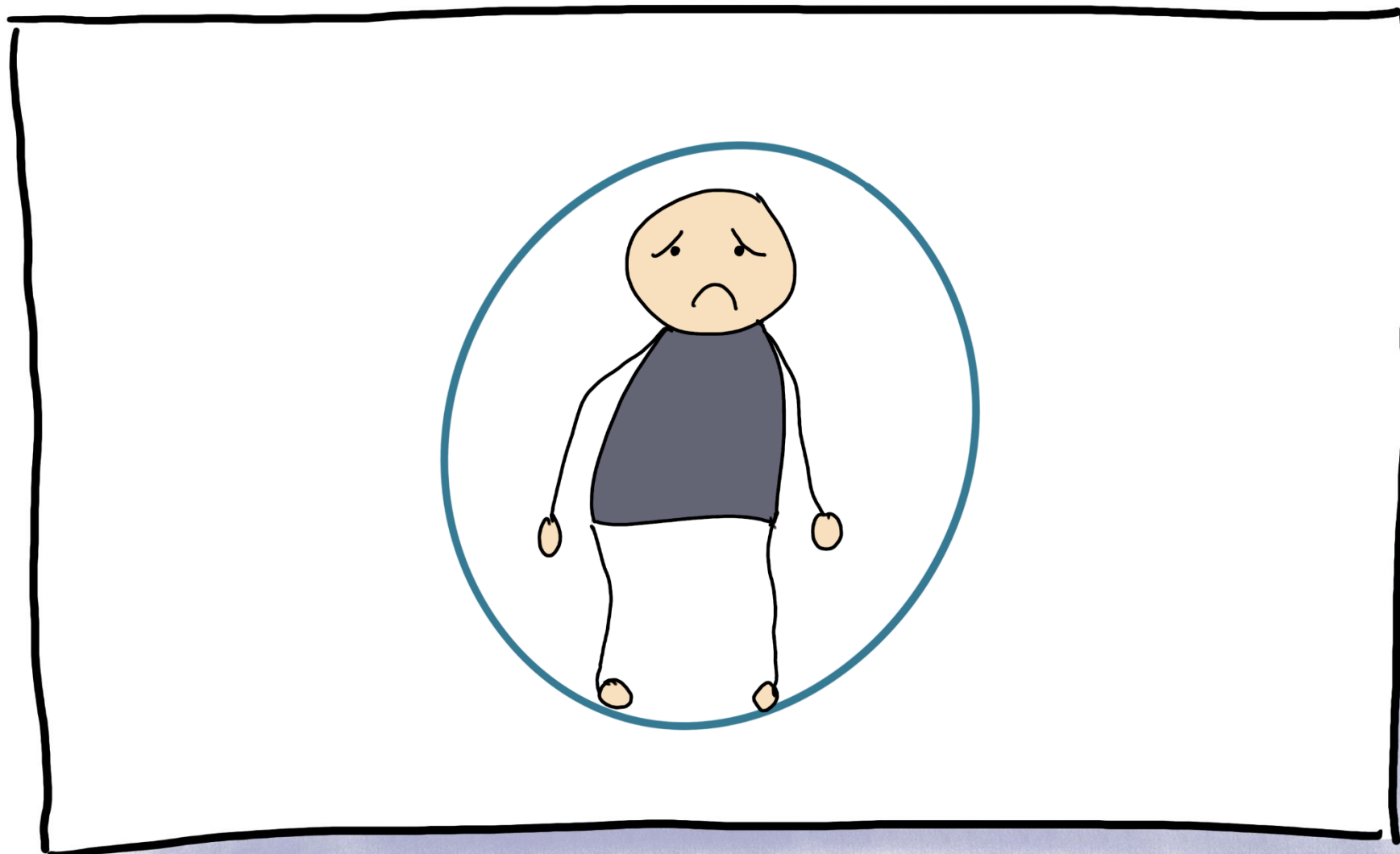


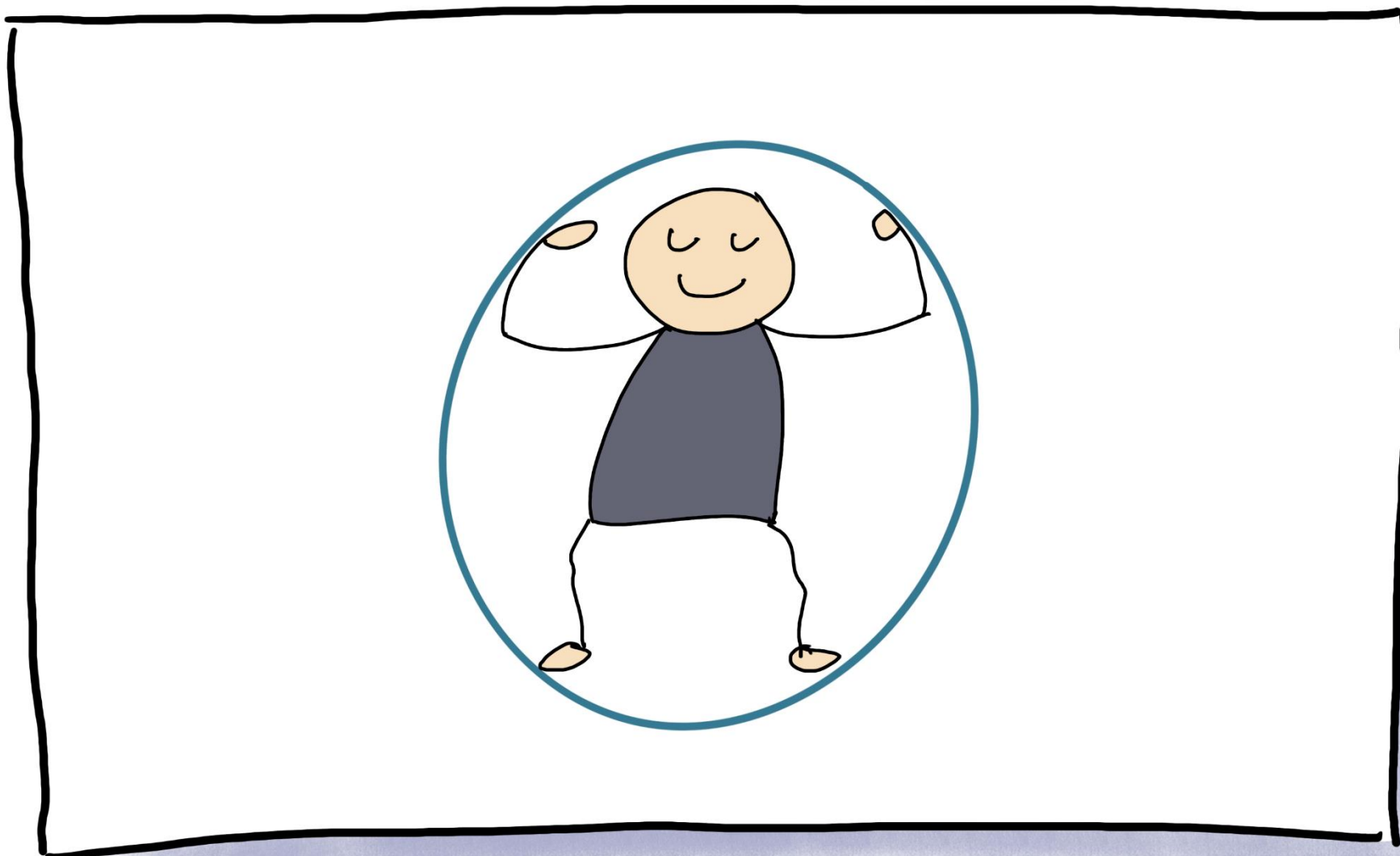
Maßnahmen









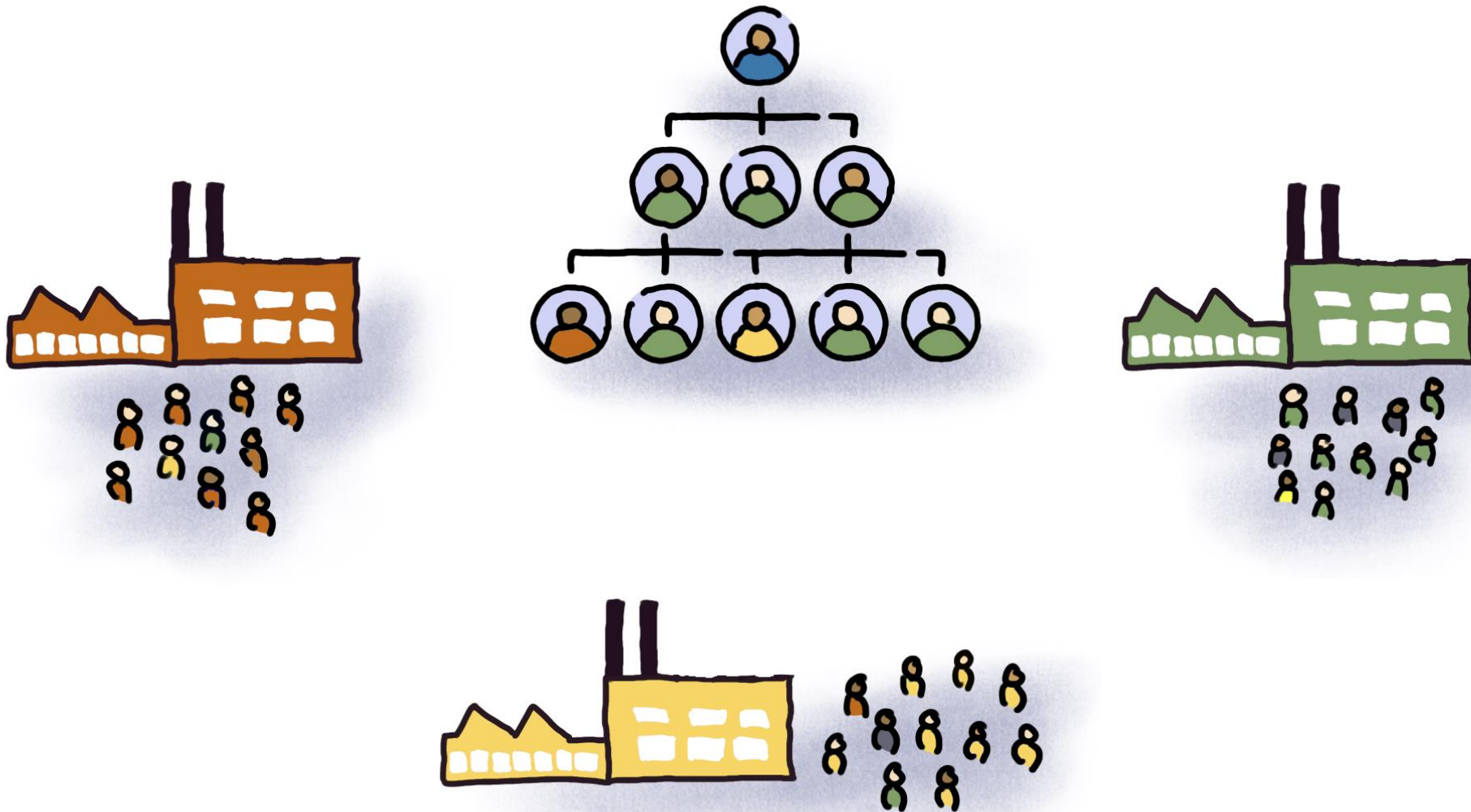




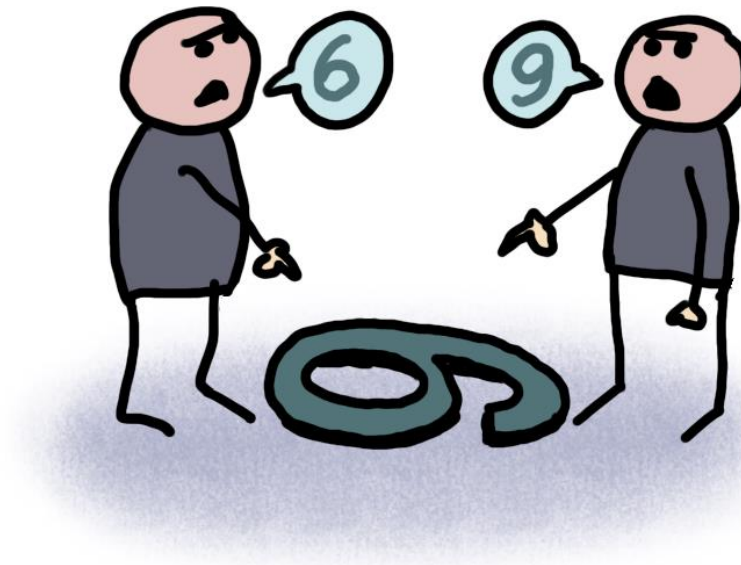
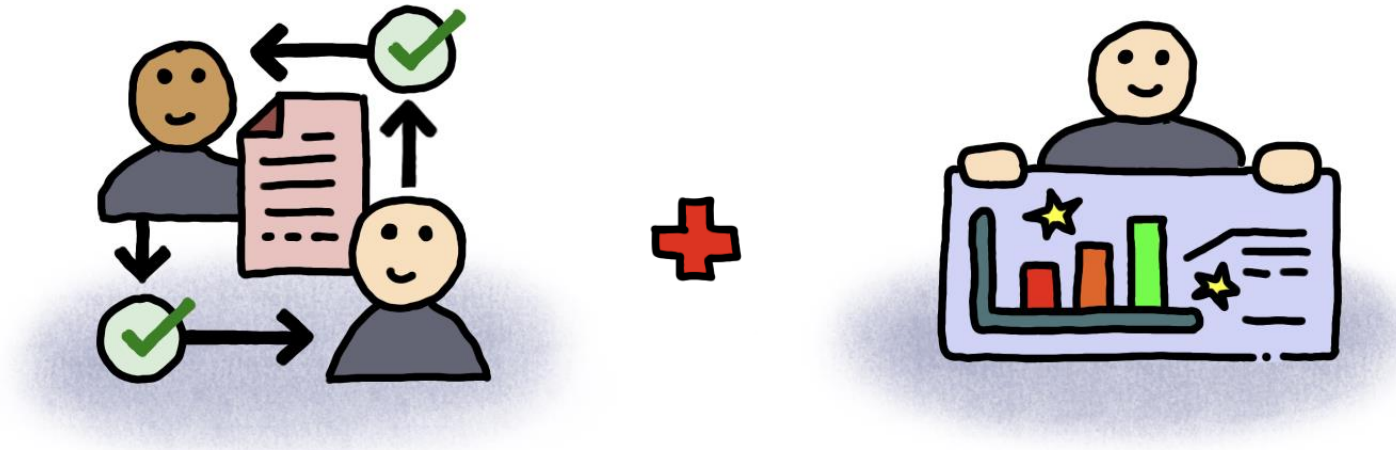
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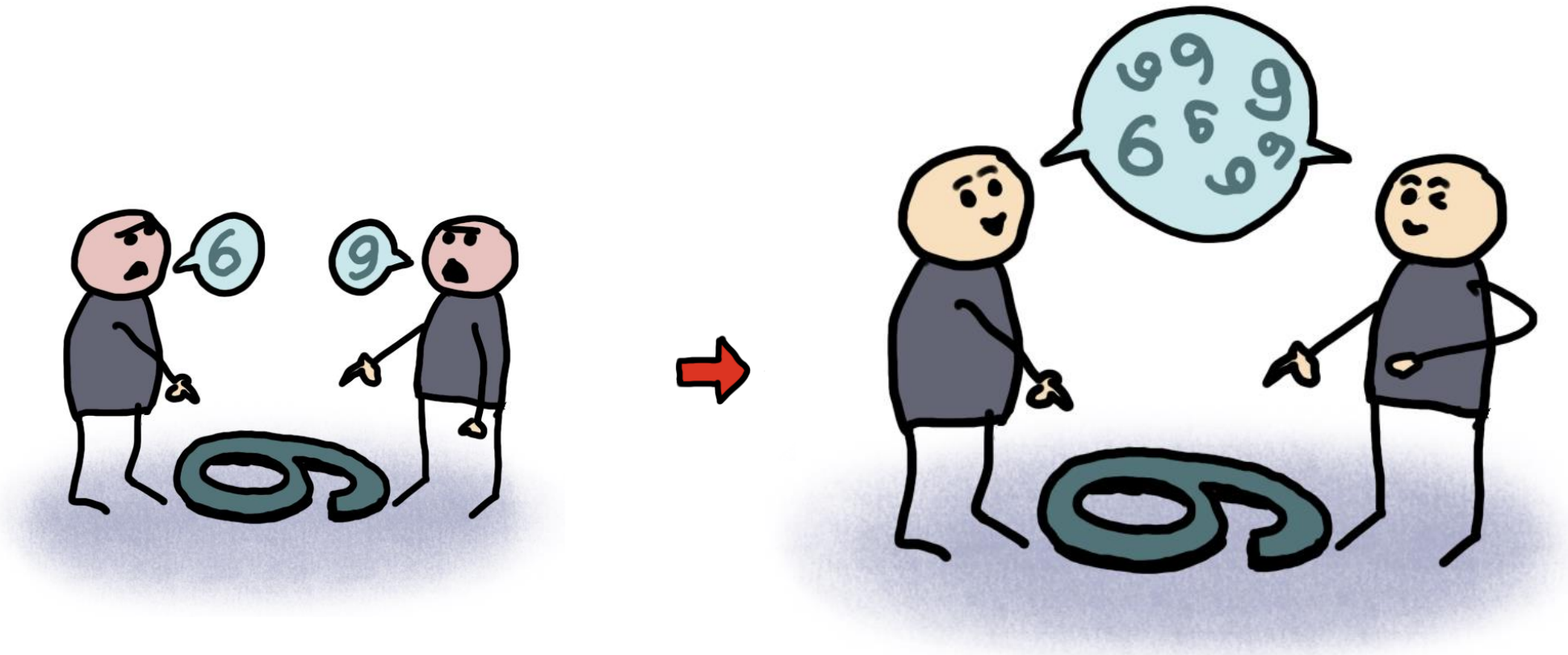
Pharmaproduzent Peter



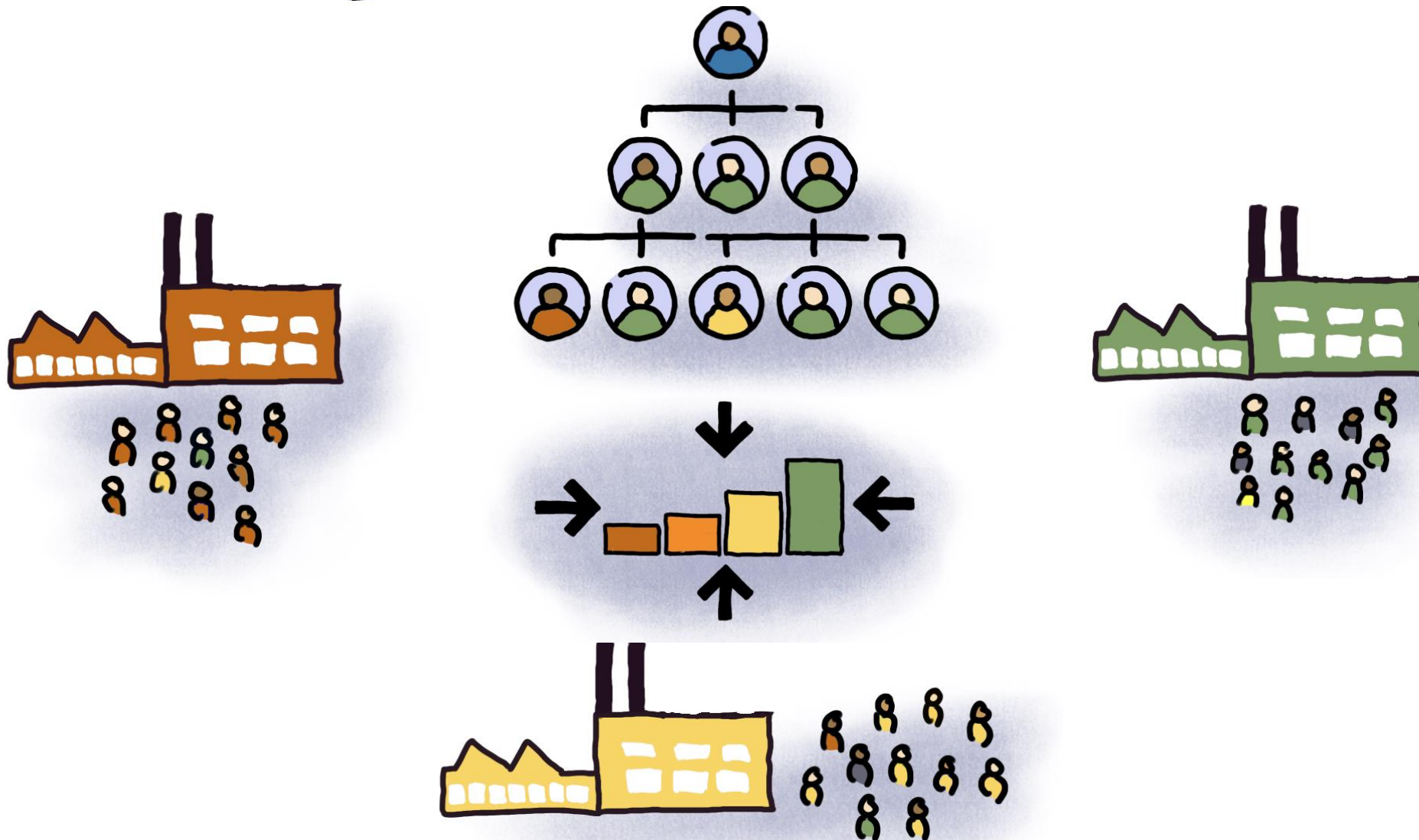
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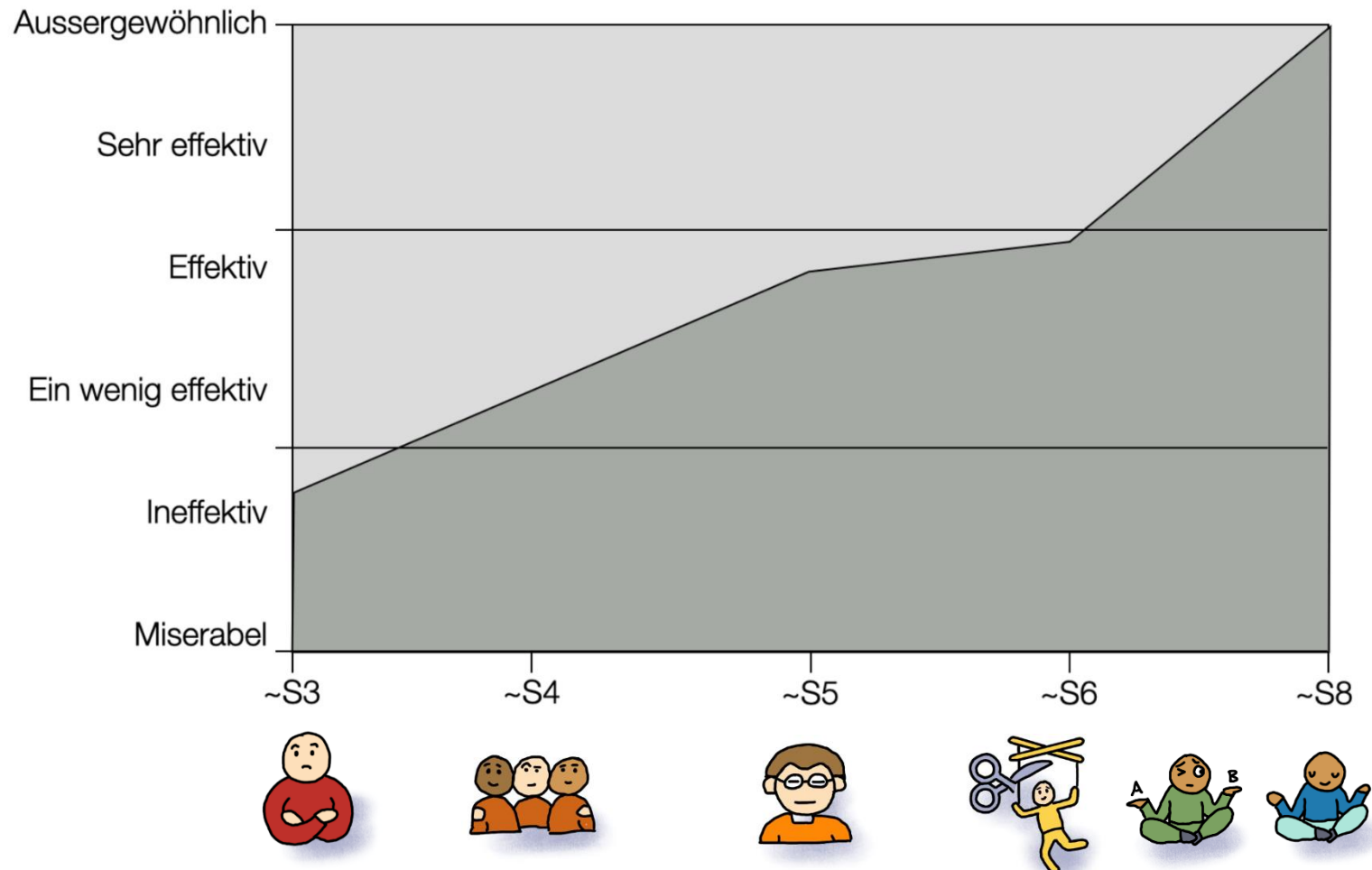


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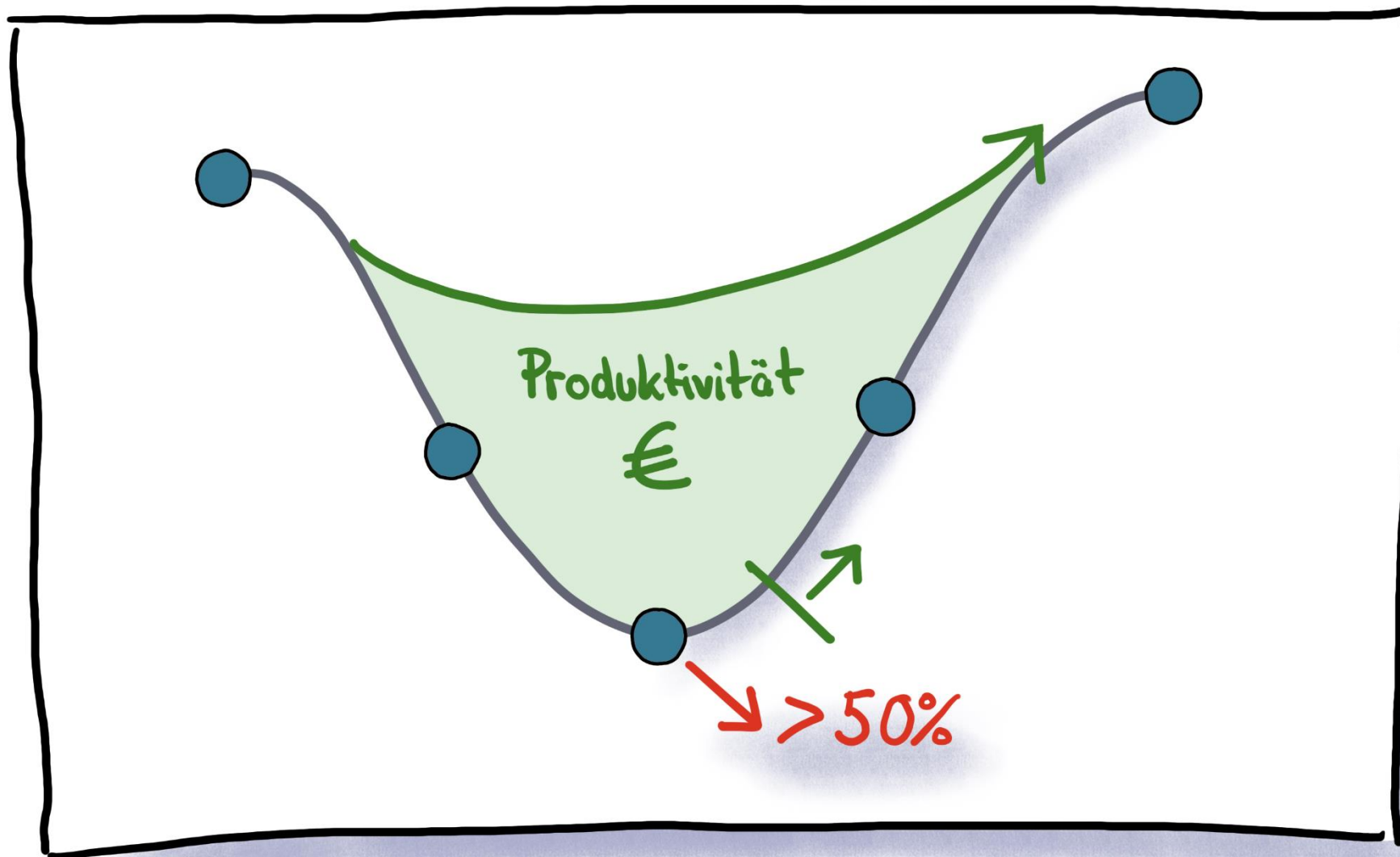


Erfolg von Transformationen in Abhängigkeit von der Entwicklungsstufe der Führungskraft

Eigel u. Kuhnert 2005



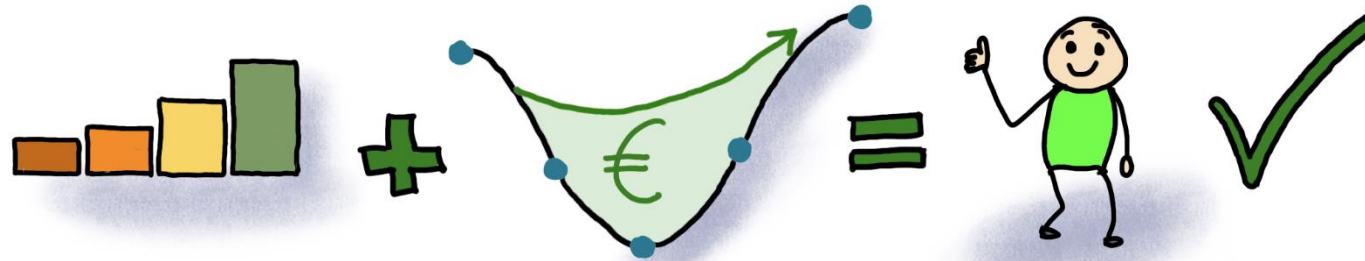
Quelle: Barbara Küchler und Gerhard Klein (<https://stufenentwicklung.com/>)



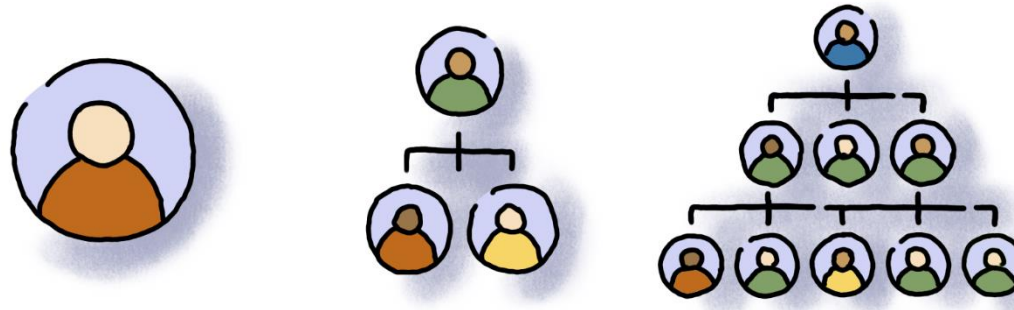


Fazit

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2



3

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