

## Effective communication for corporate success



RealDrives Fundamentals & Applications

# RealDrives Ground Zero

## What drives us? Why do people do what they do?

The answer is essential to understanding yourself and others and how to work together harmoniously. We are all governed by unique drives. These drives are measurable and can be used to effectively explain and predict behaviour.

**RealDrives** assumes that people are flexible and adapt to their environment according to personal preferences. It is a flexible human model which assumes that behaviour is the outcome of an individual's drive pattern and their perception of the environment. By analysing preferences, perceptions and resultant behaviour, **RealDrives** not only identifies and explains conflict and problem areas, but predicts and curtails them - on individual-, departmental- and organisational levels.

This empowers individuals, managers and leaders to communicate more effectively, accurately identify and address challenges and improve stakeholder and customer satisfaction.


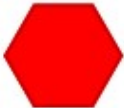






[www.realdrives.de](http://www.realdrives.de)  
[www.realdrives.com](http://www.realdrives.com)

### RealDrives for:

- Coaches & Consultants
- Personnel Developers
- Teamwork & -building
- Leadership Development
- Reflection & Motivation
- Shared Vision
- Transformational Change
- Organisational Design

# What we measure

	My Preference I strive for ...	My Environment I see ...	My Behavior I (re)act ...
	Familiarity Stability Security	One Family Closed Safe	Protective Linking Service oriented
	Domain Force of action Tempo	Agitated Impulsive Forceful	Impatient Fearless Fast
	Structure Justice Clarity	Reliable Structured Professional	Loyal Disciplined Organised
	Result Success Position	Ambitious Competitive Goal oriented	Goal oriented Calculating Ambitious
	Harmony Coziness Equality	People oriented Open Communicative	Friendly Helpful Open
	Insight Knowledge Freedom	Independent Headstrong Thoughtful	Analysing Critical Future focused

# The RealDrives Triangle



# Process & Modus Operandi

**Assessment**      →      **Evaluation**      →      **Debriefing**

**Optional and if required:**

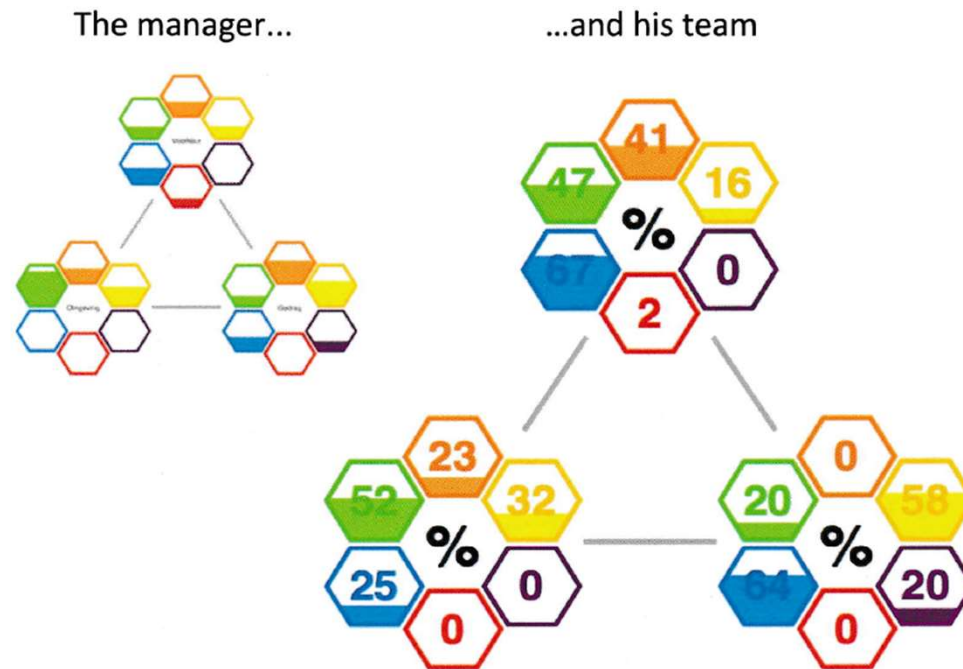
- Assessment & Evaluation of Members
- Compile Group- or Team Profile
- Develop Management Styles
- Debriefing and/or Workshop
- Action Plan

**Reciprocal/alternating problem solving approach:**



# Case Study 1

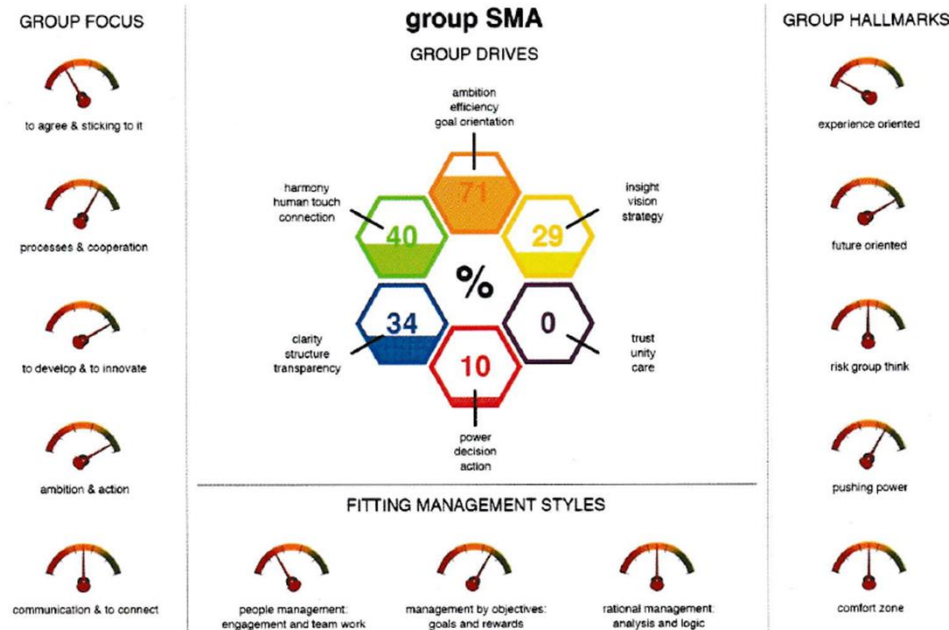
Assessing scope for improvement at team- and/or leadership level



Providing invaluable information for effective communication  
and cooperation at Leadership and HR levels

# Case Study 2

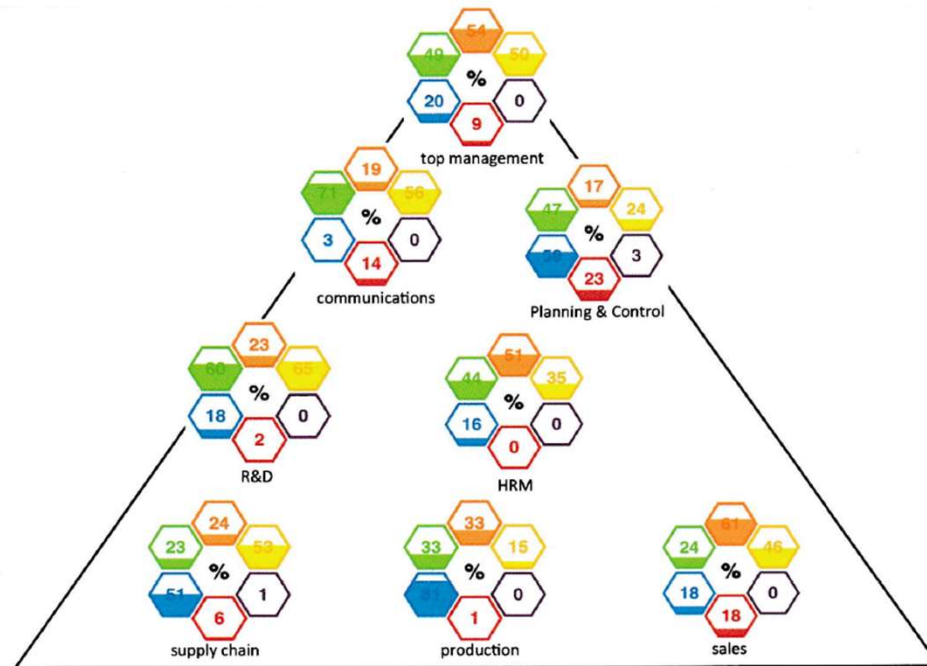
Calculated group average and suitable management styles



How functional are communication channels  
and does the team understand what's expected of its members?

# Case Study 3

## Managerial evaluation at an engineering company



Establishing the status quo of organisational development and departmental fit



# Case Study 4

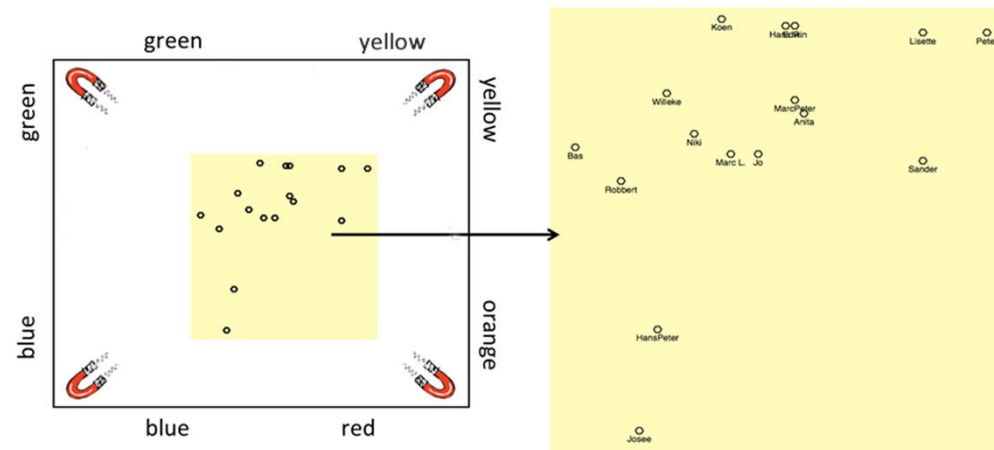
Evaluation of a startup after 2 years of average to mediocre progress



Assessing which of the 5 founding members has the required leadership abilities to ensure growth and survival

# Case Study 5

Scattergram – How compatible or divergent is the team?



Which members diverge from the team's key performance indicators?  
Is there potential oversight regarding any key members?

**Interested in optimising your work environment  
and improving your company's success?**

... I would be delighted to discuss this with you in person!