

Requirements Level Company sorted

Requirements level company		
Nr.	Requirement	Short description
1	Information and communication	
1.1	Lowering of hierarchies	Exploitation of the available potential, better communication, faster decisions
1.2	Creation of opportunities for communication and networking and disposing of communication barriers	Free communication and avoiding misunderstandings; reach and release potentials for creativity
1.3	Support of the building of knowledge networks	Stimulate communication, transparency of decisions
1.4	Awareness for an appropriate handling of sensible information	Avoid outflow of knowledge
1.4	Working together in a cloud	Actuality of the data and simple access
1.5	Enable each staff member to learn or to become a teacher	Establishing and propagating knowledge inside of the company
2	Work organization	
2.1	Flexible working models	Develop individual working models
2.2	Competent handling of diversity	Aimed use of the potentials of the diversity management
2.3	Concentration towards core capabilities	Conservation and protection of one owns strengths
2.4	Opening introduced and planned step-by-step	Avoidance of too fast changes
2.5	Stepwise introduced self organization	Slow habituation of new freedoms and responsibilities
2.6	Standardization of interfaces	Facilitated communication and avoidance of mistakes
2.7	Acquisition of the best available staff	Higher potential in total
2.8	Actuality of the tools	Enabling efficient communication
2.9	Balance between men and women	Higher potential in total
2.10	Demand and support staff	Better development of the staff
2.10	Giving staff members responsibility	Activation of the entire company's capabilities
2.11	Early promotion of talents	Training qualified staff
3	Werte	
3.1	Common ethic - codex	Structure – building element, which facilitates collaboration
3.2	Consideration of changed values, norms and opinions of younger generations	Understanding of different opinions as a basis for change
3.3	Visibility and transparency	Traceability of decisions; winning of trust
3.4	Acceptance of the increasing influence of the staff	Competencies over decisions are easier given

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		over
3.5	Motivation of the staff for variation and flexibility, respectively setting up and maintaining dynamic and change	Get support for the opening; stimulation to rethinking
3.5	Set an example	To arrange for acceptance of the opening
3.5	Trust in collective intelligence of teams	Better decisions
3.6	Attractive, open work environment	Motivated staff, easy talent recruiting; disposing of barriers, which hinder the creative working process
3.7	Trust in the professional competence of each staff member	Better results
3.8	Pursuit of wealth, not of profit	Company pursuits the values of younger generations
3.9	Connection points between the ideas of the staff and the tasks of the company	Staff members take these tasks more willingly
3.9	Readiness to assume risk	Unconventional actions allow for innovation, but make vulnerable
The smaller the number of a topic, the more important is the requirement (e.g. 1.1 is more important than 1.2; but between 1.1 and 2.1 is no difference)		