



yeah change

... in a nutshell



What is the idea behind the company?

Companies usually have a long-term vision. Something ambitious that they are trying to achieve one day. For us, that is to end the negative stigma that is attached to change.

According to recent surveys, only around 20-30% of change initiatives in companies succeed. We would like to get this number to at least 80%.

Also, a change initiative is usually seen as something painful. We would like to make celebration the default reaction to change.

A mission statement usually describes what each employee can do to realize the vision, starting today. Our mission consists of two main parts.

We offer bespoke consulting services for organizations that lead to individual, pragmatic and sustainable solutions with measurable impact. Preferably short term.

We offer coaching for affected teams and individuals to support them in creating their own preferred future successfully.



What qualities can you expect from us?

We will prioritize everything we do by the impact it has on our customers and their organization.

We think simplicity is the key to success. Simple solutions are the fastest to adopt, provide the most flexibility, and are the easiest to maintain.

We value openness to different schools of thought, different approaches, but also different people, cultures, and perspectives on life.

We believe that lightness matters. We observed that a proper setup and a bit of humor makes even big efforts feel light.

We constantly seek depth in what we do. Good practice needs good theory. We are experts in our field and think things through to the end.

We have the confidence to tell you what we believe works, how it will come to life, and how long it will take.



What does a typical engagement look like?

First, we will collaborate with you to describe a clear, tangible outcome. We ensure alignment by involving all relevant stakeholders.

In the same manner, we will define measures of success. They will help us to prioritize interventions. And they will help you to decide if we are on track. These steps are absolutely crucial.

If we believe we can help you, we will then be ready to create a concrete proposal for you.

The proposal will outline the strategy and timeline. It will also state which responsibilities we take and what your part is.

The strategy will often contain a consulting part about adapting your organizational design. We believe structure is the biggest lever you have to influence behavior.

It might also contain a mix of team and individual coaching efforts, as well as training if necessary. It will be fully transparent and change in agreement as we learn together.



Who are the people involved?

The company was founded by Daniel Hommel, whom you might know already.

Daniel is an engineer by trade and was initially working as a software developer. He brings 15 years of experience as an agile practitioner and 7 as a professional coach. He has been working in consultancy for the last decade.

Daniel has been deeply involved with a number of professional communities. He is strongly connected all over Europe.

Currently, Daniel is the only permanent employee. This will change over time as the company grows.

For now, we are working on some exciting collaborations with other service providers and independent consultants. These allow us to bring in the best expert for the case and tackle bigger projects together.

We hope to be able to publish more information on partnerships in the coming weeks.



Work with us!

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