

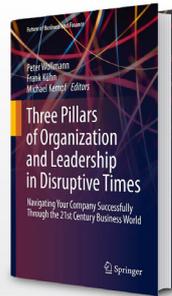
THREE P//ARS

DEVELOPMENT APPROACH

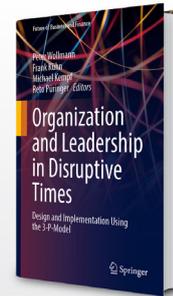
THE THREE-PILLAR MODEL

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Three Pillars of Organization and Leadership in Disruptive Times – Navigating Your Company Successfully through the 21st Century Business World (Book 1, © 2020)



Organization and Leadership in Disruptive Times – Design and Implementation of the 3-P-Model (Book 2, © 2021)

Published by Springer Nature Future of Business and Finance Series

SUMMARY

The Three-Pillar Model (3-P-Model) was developed and published by a group of now more than 40 international professionals, coming from 5 continents and more than 15 countries, representing knowledge from more than 15 large global enterprises in different industries or other global institutions and more than 25 different national companies or organizations. Special focusses are in the Private Sector Financial Services, Payment Transactions, Pharmaceutical Industry, MedTech, Automotive Supply Industry, Chemistry, Agriculture, Angel Investing and Start-ups, Consultancy, Training & Development. In the Public Sector among others UN Agencies, Universities, GIZ, Urban Planning and Architecture, Policy and Science Communication, and local Social Services are covered.

The advantage of the 3-P-Model is its simplicity and self-evidence – which makes it easy to understand on a meta-level and to apply. Concrete application settings show the richness

of the model's facets and its flexibility for individually tailored application. The evidence of this is demonstrated in more than 30 use cases from all over the world in different types of organizations and industries. The concrete use cases are accompanied by more than 10 general concept deep-dive and design articles.

The use cases and the concept and design chapters are based on many years of experience in organization development, leadership and transformation. They all show how to understand and best apply the 3-P-Model in disruptive times, based on the pillars (1) Sustainable Purpose – the raison d'être of an organization, bringing new orientation and certainty to the people for their joint endeavor and success, (2) Travelling Organization – the mindset of an organization in a permanent state of flux, interacting with the markets' & customers' journey, with rapid adaptivity, (3) Connected Resources - Interconnecting all needed resources inside and outside the silos, creating consistency between goals and concepts, strategies and processes, competencies and roles.

The development of the model was a journey of its own, described in the first book, which is also already showing some application examples. The broad and extended application of the model is the focus of the second book.

Overall, we can say, the 3-P-Model is well-tested and confirmed in its practical application, even in pandemic times. In addition, it proved to be so open and obvious that it is easy to understand and can be combined with other modern management and change methodologies as proved in the books.

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