

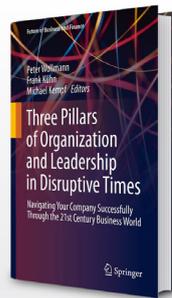
THREE P//ARS

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 (© 2020)



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

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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.

On the first view, the 3-P-Model seems to be simple and self-evident from a common-sense perspective – which is positive as it is easy to understand. On the second view, it gets obvious that the pervasion of the model with its facets is not trivial as some efforts in mindset changing on the one hand and honest adaption on the concrete situation of an organization are necessary. The model is not a one-size-fits-all recipe, mechanically applicable, but in contrary the tailoring and concrete

application is the real final value creation for an individual case. The two books contain more than 30 use cases from all over the world together with more than 10 general deepening concept 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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