## Willi Kawohl Wertebalance | Balancing values

## Value training

Living integrity and adherence to values in both individual and organizational behaviors is an indispensable success factor for securing a sustainable future

Yes, values training can be done both individually and in groups.

For me, this is one of the most important insights I have gained as a long-standing member of the Transparency International working group "Church Development Cooperation".

Under the motto "Courage for Transparency" "we have carried out numerous actions since 2003 to create more transparency and traceability in church development cooperation.

In the process, we have experienced courage as a value and a force that has led us and many likeminded people to take action. Despite many difficulties, through consistency, this courage has grown into bravery over 20 years now.

My services for targeted value development and value communication are based on the stage model presented by Frey and Graupmann.

Step	Conceptual clarification and definition of values
Step 2	Demonstration of positive/negative examples
Step	Reflection on measures and action steps
Step 4	Use of multiplicators
Step	Open culture of dialogue to discuss values
Step 6	Dealing with dilemmas
Step	Positive/negative sanctions for compliance or non-compliance with values
Step 8	Review of the value system
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Frey and Graupmann in Psychology of Values – From Mindfulness to Civil Courage – Basic Knowledge from Psychology and Civil Courage

The lived integrity and the adherence to values in individual as well as in organizational behavior is an indispensable success factor for a sustainable future of relief and mission organizations in church development cooperation.

## My services for your success

- Facilitation of workshops to clarify and define values
- Storytelling to collect and evaluate experiences with values in daily practice
- Facilitation of dialogues and discussions about values to reflect and create a culture of dialogue
- Coaching on dealing with dilemmas (see also my special offer on dealing with ethical dilemmas)
- Coaching on how to deal appropriately with violations of values and negative sanctions
- Accompanying consulting for the review of the value system