

*15 years of ARGO Personalentwicklung GmbH. The same team of 4 managing partners have steered ARGO, the “fast ship” from Greek mythology since 1996 – that’s something that can’t be taken for granted. Let’s take this opportunity to remember, collect explanations and maybe derive some ideas for recipes for success!*

**1996 - 2011**

## 15 years of ARGO - The basis for our mission

### 1) Spirit comes first!

At the beginning of our journey one thing was certain: The four of us, Ronald Thoma, Bernhard Gattermeyer, Dieter Bernold and I, knew exactly what we wanted to accomplish with our work, the “why” that drove us. We wanted to “move the world by a billionth of a millimeter”. A colloquial formulation, incomprehensible to outsiders, but it was obvious to each one of us what it meant. It was exactly what we all wanted and each one of us could explain it to anyone with great enthusiasm.

As the company grew, this inspiration, this gut instinct, was molded into a comprehensible mission statement and combined with a vision: “We help people and organizations succeed together” and “We show that corporate culture requires the same attention as do strategy and structure”. The spirit that drives us is still there, a gut feeling without any formulation requirements – more than can be expressed in words.

*What is the spirit in what you are building?*

### 2) Seize the Opportunity!

When the idea was there and the spirit was clear and deeply rooted, it was the competence, the instinct and the courage to seize those opportunities and to tie them in with this spirit that pushed ARGO forward. Speed, openness and market focus helped us gain momentum, thus accomplishing first successes and consequently obtaining resources and motivation.

*How open are you to even the smallest opportunity in your environment which offers an approach to your topic?*

### 3) Courage commands Respect!

Where there is dynamism, where there are learning processes and where different personalities are at work, mistakes will happen. For those mistakes to actually lead to continuous



Ronald Thoma, Barbara Thoma, Dieter Bernold, Bernhard Gattermeyer: From 1996 ...



... until 2011 managing partners

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learning and improvements, it is indispensable that things are disclosed and discussed in a timely manner and that – despite susceptibility to mistakes – we continue to act dynamically and openly. Systems can only maintain the courage to proceed like this when dealing respectfully with mistakes, and not only with success.

**All necessary criticism aside, is courageous action met with respect in your team?**

#### 4) **Buzz needs Balance!**

Especially when new ideas, projects, topics or, in our case, organizations are enthusiastically created and courageously introduced to the market, spontaneous energy, commitment and activity emerge. Having developed a system from the very beginning, which gives every single participant the feeling of receiving fair compensation in terms of acknowledgement, resources, position and realization in return, is a key criterion for the existence of ARGO. A subjectively perceived missing compensation is a source of conflict, which must be identified and eliminated in time.

**Does every man and every woman in your team consider their compensation fair?**

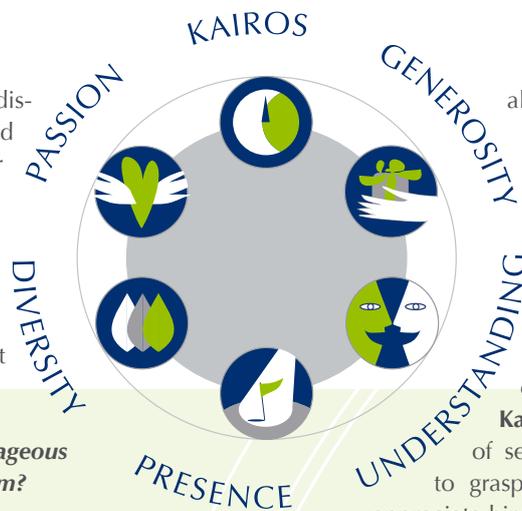
#### 5) **Attention to Feelings!**

New projects need spirit and the instinct to seize opportunities, courageous drive and fair compensation. ARGO managed to achieve that. Moreover, we increasingly became aware of how fast it can happen, even to a team with our explicit psychological and social orientation, that questions like “How do we feel about what is going on here? How do we feel about each other? How do we feel, how is every single one of us doing?”, are swept away because we don’t have enough time. “US!” as a fixed agenda item in our management meetings has been and still is an important early warning system for necessary adjustments and a valuable tool for conflict prevention – which saves time and energy in the medium term.

**How are you doing in the midst of all your activities? And how are the key players you cooperate with doing?**

#### 6) **Illustrate your Values!**

Success means growth and consequently an increase in the number of employees. The “spirit of the founders” can be offered, but every single new colleague associates his or her own world of motivation with the organization and looks for its feasibility in the company image. Identifying the values



all of us have grown fond of – not as a distant goal or deep meaning, but rather as the valuable present – creates bonds in growing teams. We did this in 2008 by developing our internal ARGO focus together.

I would like to present our values to you on the occasion of our anniversary in order to convey an image of the values of the ARGOnauts:

**Kairos:** The brother of Chronos, the god of sequential time, stands for the ability to grasp opportunities, and all ARGOnauts appreciate him!

**Generosity:** Generosity in dealing with each other, in sharing knowledge, in supporting and teaching and in concessions to individuality, characterizes cooperation on board of ARGO.

**Understanding:** Not only listening, but the constant effort to understand means more to ARGOnauts than just an empty phrase.

**Presence:** To be present and fully committed to the topic wherever we work, in internal and external projects, in a tangible, compassionate and intensive manner – that’s our typical style of work and the standard of ARGO quality.

**Diversity:** Diversity in opinions, personalities and competences is, in its entirety, an appreciated element of ARGO culture. Our diversity is our strength.

**Passion:** Whatever spirit it may be that drives us, we live it with passion. This passion can be felt, motivates us and is transferred to our projects as energy and enthusiasm.

**Can you name the values for the sake of which your team sticks together?**

#### 7) **Survival means Change!**

We have already accomplished a lot. Still, change and development, re-orientation and adaptation continue to be basic prerequisites for survival. This is always going to be a challenge that we, as ARGO, have to face as well.

**With this in mind, I would like to express my gratitude – on behalf of all ARGOnauts – for the great team work over the last 15 years, and hope we will keep infecting you with our enthusiasm over and over again!**

*Bobere Houma*



# SOCIALS

## ARGO anniversary



The hosts



Welcome on board

The celebration of our 15th anniversary took place at the Badeschiff near Urania. Despite stormy weather, the mood was perfect. A commented slide show provides deep insight into ARGO's history.

For pictures and impressions of the event visit our new website: [www.argo.at](http://www.argo.at).



Musical intro



A presentation?



Yes, but a funny one!



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In deep conversation ...

## Welcome on board!

ARGO vienna: In April 2011 Rumyana Petrova joined us as Project Coordinator.



## The certificate of Leitbetriebe Austria

On May 13th 2011 the official handover of the certificate Leitbetriebe Austria took place within the setting of the Welcome Day Vienna. The certificate is based on the quality-management system of Leitbetriebe Austria for an Austrian leading company.



## Preview

- On July 1st our new **homepage goes online!**
- From September 1st you can also find us in the **ARGO newsroom on Facebook.**
- From Sept. 22 to 23 **ARGO talktime** is taking place again.

The topics of ARGO talktime 2011 are:  
Presentation of study results on future trends and issues in HR "Creating People Advantage 2010".

Discussions:

- The successful implementation of change in business - how does it work?
  - Competence management in practice: How do companies actually handle company management?
- ARGO talktime offers HR experts & developers a platform where they can learn new things from colleagues, exchange experiences, socialize and, over two days, discuss their own as well as their shared field of work in a creative and dynamic way – in other words, talktime!

Since it is not very easy to do this in our daily work environment, ARGO invites you from 22 to 23 September 2011 to the Almgasthof Baumschlagberg, 4574 Vorderstoder 19. For more information and registration please contact us at office@argo.at.



## Editorial



Barbara Thoma  
ARGO Personalentwicklung GmbH  
Cobenzlgasse 32  
1190 Vienna  
Tel +43-1-369 77 00  
mail b.thoma@argo.at

*I look forward to hearing from you!*