

# CAMPANILE WORKSHOPS

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## Top Team Workshop



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### Who are we?

Based in Shanghai and working all over the world, Campanile Management Consulting is a vibrant team with versatile professional and cultural backgrounds. Our consultants bring experience in diplomacy, management, foreign trade, business services and training to our projects. Thanks to working with strategic partners worldwide, we stay ahead of the latest methods in leadership science and practices, and provide our clients with cutting-edge tools in a flexible and user-friendly way.

### How do we work?

The individual focus of our work implies that we never deliver the same product twice. Carefully defining a small number of impactful changes takes additional work at the start, but ensures lasting results later.

### Top Team Workshop

A team is much more than a group of individuals working on connected tasks. There is a shared goal, alignment, roles and the variety of personal views that can guarantee that the team will be smarter than the team members combined. But building such a team requires a careful assessment of the current situation and a strong commitment to shared team goals, values and working methods.

We help them discover the power of people with diverse viewpoints working together for a specific common goal, so they can unlock tremendous hidden potential and increase performance without the need for additional resources.

### Key skills for team effectiveness

#### Learn how to:

1. Assess team strengths and weaknesses
2. Find your team's unused potential
3. Find destructive habits in cooperation
4. Discuss challenges openly & positively
5. Commit to clear team goals
6. Define and assign key roles in the team
7. Improve team decision-making
8. Give and receive constructive feedback
9. Identify each member's key strengths
10. Create and keep team action plans

#### The workshop makes you able to:

- Reduce conflict within teams
- Use each member's strengths
- Create clarity of team goals
- Facilitate better decisions
- Improve team efficiency & speed
- Take & share responsibility better
- Build a culture of excellence
- ...and of course all this will give team members focus and confidence.

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What does a typical programme look like?

We've done this programme at:



### Awareness:

We start by listening to the client's description of their business, the way teams presently work together, their successes and challenges. Before we set the specific goals for the programme, we conduct individual or team assessment using personality or behavioural tools, chosen either by the client or by Campanile. Finally, we choose the team(s) participating in the programme and set clear goals for the subsequent team workshops.



### Skills:

Top Team Workshop programmes usually consist of a workshop, or a series of workshops, where an existing team, such as management team or project team, builds awareness about the current diversity and culture among them, discusses case studies, role-plays typical team situations at their work and agrees on follow-up action. We also help team members form pairs of small groups that support each other in the long run. Each activity builds on the results of the previous one, and can be adjusted accordingly.



### Habits:

Without proper follow-up, the implementation plan that resulted from workshops becomes a distant memory after six months. We know how busy people are, and therefore we design our projects realistically. From simple reminders to refresher workshops, we offer a dozen ways to turn a single programme into effective and sustainable problem solving. We also work together with our clients to ensure that levels, units and teams within the company support each other's improvement.

### We deliver!

For a detailed online brochure and photo gallery of previous programmes, visit our site at:

[www.campanileconsulting.com](http://www.campanileconsulting.com)

Please send your questions and requests to:

[info@campanileconsulting.com](mailto:info@campanileconsulting.com)

What makes Top Team Workshops effective?

- It is based on the **personal & team assessment**
- We work together with the client to **define the outcome** of the course
- We **customize the content** of the course, including printed workshop material
- Participants use current **work-related examples** to apply new methods
- We use **case studies** based on information collected from the client
- Participants create **personal improvement plans** that we will follow up
- We carefully **monitor the outcome** of the course and
- We provide our clients with detailed **reports and follow-up plans**

Our philosophy at Campanile is never to deliver the same programme twice. For customized solutions tailored to your industry and specific needs, [contact us](#).

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