

# CAMPANILE TOOLS

Problem Solving Teams is a programme that brings key line managers together to solve real-time project problems with the help of a facilitator. It is the missing link between learning and doing.



## Problem Solving Teams



Many organizations have invested time, energy and money in corporate learning, and now they are looking for the next step. Supervisors are too busy to keep the team accountable for using new skills. Specialists struggle to see the connection between training and daily problem-solving. HR or Corporate Learning departments are often caught in the middle.

### 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.

### The Problem Solving Teams Method

#### Learn how to:

1. A detailed analysis of strategy and specific goals
2. A comprehensive problem-solving methodology of 4 phases
3. The selection and analysis of problems at current projects
4. Guidance and feedback from the facilitator to apply PST to the problem
5. Action points for strategy, processes, client relations and teamwork
6. Following up on decisions at real project work
7. Evaluating progress and making improvements at following sessions
8. Participants share the process with their teams afterwards

### What makes Problem Solving Teams effective?

- **Participants are selected** from different teams, levels or even companies.
- **All decisions are made in teams**, improving teamwork.
- Participants **receive feedback** on their methods from a skilled facilitator.
- The programme solves existing problems **using new methods**.
- We work together with the client to **define the outcome** of the programme
- We **customise the content** of the programme to industry and culture
- Participants solve current **problems related to sales, production, HR**, etc.
- We **share the experience** of previous programmes with participants
- The programme follows the reality of **company strategy and resources**

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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## Top Team Workshop



What does a typical programme look like?

Previous users of this programme:



### Awareness:

This programme brings teams together to find and implement solutions to real project-related problems. We start by listening to the client's description of their business, the objectives and performance requirements facing the teams in question, their achievements and challenges. Before we set the specific goals for the programme, we conduct individual 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 problem solving sessions.



### Skills:

Problem Solving Teams consists of a workshop, or a series of workshops, where an existing team, such as management team or project team, finds solutions to specific work-related problems and creates an implementation plan. Problems can range from the technical to HR or leadership-related ones. A 4-step problem-solving process guides teams through defining and brainstorming the problem, agreeing on a solution and an implementation plan. 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:

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