

CAMPANILETOOLS

Leading Complex Projects prepares project leaders for the responsibilities of strategic and governance tasks that go beyond project management.



Leading Complex Projects



Complex projects may span to years in length and require the careful and innovative alignment of strategic goals, people and resources. In such a project environment, management is not enough; complex projects require true leadership.

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.

Leading Complex Projects

The success of large projects depends on multiple factors including financing, team quality, HR, suppliers, government regulations as well as internal and external risks. Project leaders also have to coordinate with company strategy, including other projects and the realities of the market. Finally, project employees need to deliver high performance in a flexible organizational structure that often changes with new requirements.

Leading Complex Projects prepares project leaders for the responsibilities of strategic and governance tasks that go beyond project management. The programme delivers the skills to add on-going value to projects with high investment or complexity.

Key skills for Leading Complex Projects

Learn how to:

1. Understand what a leader's role is
2. Work with a strategic approach
3. Find your natural leading style
4. Delegate duties efficiently
5. Give and receive feedback
6. Create high-performing teams
7. Motivate yourself and your team
8. Enhance corporate culture
9. Turn conflict into opportunity
10. Become a catalyst of change

The workshop makes you able to:

- Lead with a clear direction
- Influence rather than push others
- Use the right style in all situations
- Cut down on 'micromanaging'
- Get more initiative from your team
- Add value to company strategy
- ...and of course all of this will give you clarity and confidence when you lead.

campanileconsulting.com
info@campanileconsulting.com

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Previous users of this programme:



We deliver!

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

www.campanileconsulting.com

Please send your questions and requests to:

info@campanileconsulting.com

What does a typical programme look like?

Awareness:

We start the project by listening to the client's description of their business, management structure and leadership culture, the successes and challenges that people experience. Before we commit to any changes, we conduct individual assessment using personality or behavioural tools chosen either by the client or by Campanile. Finally, we set clear goals and decide on the best ways to accomplish them: consulting, coaching, workshops or more.



Skills:

Now that we are familiar with our client's leadership practices, goals and challenges, we design and deliver customised leadership methods in the form of individual and group coaching, skills development and workshops. Depending on the client's needs, the focus may be on delegation, leading teams, feedback, motivation or more. Participants spend most of the time practicing industry-specific case studies and real-work scenarios under realistic time pressure. Each activity builds on the results of the previous one, and can be adjusted accordingly.



Habits:

Without proper follow-up, consulting, coaching and training 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 a habit-changing journey of improvement. We also work together with our clients to ensure that levels, units and teams within the company support each other's improvement.



What makes Leading Complex Projects effective?

- It is based on the **personal 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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