

# CAMPANILE TOOLS

Our consulting activities aim at answering one simple question for each candidate: Are they ready for leadership responsibilities?



## Leadership Potential Assessment



### 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.

Not all specialists and managers are ready for the next upward step: becoming a leader. The transition to leadership involves distancing the candidate from her specialist area, giving her strategic responsibilities and increasing mobility both cross-functionally and geographically. Some find the challenge daunting, some are simply uninterested. The decision is crucial, because once someone is promoted to leadership, there is seldom a graceful way back to specialist or management positions.

### Leadership Potential Assessment

Our simple fact-finding programme helps clients look at potential candidates for promotion, and rank them according to leadership potential, regardless of education, experience, ambitions and other related factors. Our consulting activities aim at answering one simple question for each candidate: Are they ready for leadership responsibilities?

The Campanile team is certified in numerous major assessment systems and experienced with HR management methodologies, both internal and commercially available. We will not decide on any promotion, but we will provide reliable analysis of available options, and improve our client's capacity to make better decisions for future promotions.

### Key steps for Leadership Potential Assessment

#### Learn how to:

1. Defining the company's leadership needs
2. Mapping career paths
3. Assessing individual leadership potential
4. Matching candidates with current needs
5. Predicting future changes in needs
6. Action plans for future changes in HR needs
7. Training top managers to use key tools
8. Training HR managers to use key tools
9. Preparing plans for follow-up action

#### The programme enables you to:

- Avoid poorly managed promotions
- Define clear reasons for promotions
- Create alternate career paths
- Spot leadership potential from early career
- Communicate promotion decisions better
- Improve leader succession and handover

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### Previous users of this programme:

NEW  
LOOK



PATEK PHILIPPE  
GENEVE



SCHULER



### 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, or designing internal processes.



#### Skills:

Now that we are familiar with our client's leadership practices, goals and challenges, we design and deliver customised methods in the form of individual and group coaching or consulting. We usually start by mapping the company's available career paths and the available leadership talent for individual positions. If we find gaps between needs and human resources, we identify the best ways to broaden the sources of leadership. Each activity builds on the results of the previous one, and can be adjusted accordingly.



#### Habits:

Without proper follow-up, consulting and coaching becomes a distant memory after six months. We know how busy people are, and therefore we design our projects realistically. Therefore, in the last phase of the project we train key managers to use the applied methods internally, and consolidate them into daily work. 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 Leadership Potential Assessment effective?

- It is based on the **personal assessment**
- We work together with the client to **define the outcome** of the course
- We **customise the programme** based on industry- and country-specific data
- We **align the programme** with strategic, management, HR and performance standards
- 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 programme, 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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