SCANDINAVIAN ACADEMY
For Training and Development

Course: Advanced Problem Solving & Decision Making Creative Problem Solving for Innovative Leadership

Code	City	Hotel	Start	End	Price	Language - Hours
388	Vienna (Austria)	Hotel Meeting Room	2025-03-10	2025-03-14	5450 €	En - 25

Overview:

This course offers a step by step journey from problem identification to solution generation and additionally to evaluate creative techniques that challenge more traditional models of "outcomes thinking". It offers wide range of tools and techniques and insights into how leaders can inspire the creative process within themselves and their teams and the wider organisation. Delegates will leave energized and convinced of their creative potential. Decision making and problem solving represent the most important of all managerial and leadership activities; if you can make timely, well-considered and informed decisions, then you can lead your team and organisation to deserved success.

This course will feature:

- The psychology of personality and how this influences the solutions we select.
- The application of whole brain thinking to the problem solving process
- How to balance the logical and creative dimensions of problem solving
- Assessing personal creativity and challenge the mental blocks that limit our thinking
- How to build an agenda for creative leadership

What are the goals?

By the end of this course, participants will be able to:

- Determine pragmatic methods for effective problem solving
- Appreciate the impact of personality on the decision making and problem solving process
- Evaluate and apply a structured approach to generate solutions to organisational issues
- Assess personal and organisational creativity and set an agenda for progression
- Apply appropriate creative problem solving techniques that generate original solutions

Who is this course for?

This course is suitable to a wide range of professionals or anyone wishing to improve their communication, interpersonal, problem solving and decision making skills. It will have specific appeal to:

- Leaders who seek to challenge the culture of their organisation and ignite innovation
- Team leaders interested in further developing their management skills and building collaborative practice
- Professionals wanting to further develop their management and leadership techniques
- Organisational leaders who make key business decisions
- New members of the management teams & anyone wishing to improve their communication, interpersonal, problem solving and decision making skills

How will this be Presented?

This course will utilise a variety of proven adult learning techniques to ensure

maximum understanding, comprehension and retention of the information presented. The emphasis is on experiential learning and applying theory in a practical way to foster good practice. All activities are focused on making an impact and improvement. The learning process is designed to accommodate all styles of learner the activist, the reflector, the theorist and the pragmatist. Psychometric tools are employed to offer objective feedback on performance and utilise to target future areas of potential improvement.

The Course Content

Day One: The Psychology of Problem Solving and Decision Making

- Introduction: Why study problem solving and decision making
- A synopsis of psychological thought
- Values, Problem Solving and Bias in Decision Making
- Psychological type and Lateral Thinking for Problem Solving
- Psychometric assessment on your problem solving preferences
- Using a team approach to encourage structured and lateral thinking

Day Two: Problem solving, the cognitive process and whole brain thinking

- Problem solving: the highest order cognitive process
- Split brain theory to make informed and balanced decisions
- Developing openness to new ideas in making decisions
- The model of creative problem solving
- Lessons in facing the unexpected events
- Decision Making and the Management of Change

Day Three: Creating Continuous Improvement in the Workplace

- Encouraging creative problem solving for continuous improvement
- Appreciative Enquiry and a focus on positive dialogues

- Solution focus methodology: a radical transformational approach to solving problems
- Diagnostic tools for organisational improvement
- Using techniques to innovate and improve process and product
- The Disney Creative Thinking Strategy

Day Four: Building Creative Capability in Self and Removing Mental Blocks

- How creative am I'? Challenging self-imposed assumptions
- Thinking outside the box and 'Imagineering': current examples from technology
- Curiosita': using the multiple intelligences of Leonardo da Vinci
- A model for organisational innovation
- Organisational culture and its influence on the creative organisation
- Creative leadership in times of crisis: the role of emotional intelligence in decision making

Day Five: The Creative Leader in the Innovative Organisation

- Leadership style and decision making activities
- Enhancing Serendipity
- Ensuring alignment with corporate mission
- Assessing creativity in your organisation
- Creating "innovation champions" as a strategy for fostering change
- Developing a personal action plan for the workplace and assessment guidance

The Scandinavian Academy for Training and Development employs modern methods in training and skills development, enhancing the efficiency of human resource development. We follow these practices:

- **Theoretical Lectures:**
  - We deliver knowledge through advanced presentations such as PowerPoint and visual materials, including videos and short films.
- **Scientific Assessment:**
  - We evaluate trainees skills before and after the course to ensure their progress.
- **Brainstorming and Interaction:**
  - We encourage active participation through brainstorming sessions and applying concepts through role play.
- **Practical Cases:**
  - We provide practical cases that align with the scientific content and the participants specific needs.
- **Examinations:**
  - Tests are conducted at the end of the program to assess knowledge retention.
- **Educational Materials:**
  - We provide both printed and digital scientific and practical materials to participants.
- **Attendance and Final Result Reports:**
  - We prepare detailed attendance reports for participants and offer a comprehensive program evaluation.
- **Professionals and Experts:**
  - The programs scientific content is prepared by the best professors and trainers in various fields.
- **Professional Completion Certificate:**
  - Participants receive a professional completion certificate issued by the Scandinavian Academy for Training and Development in the Kingdom of Sweden, with the option for international authentication.
- **Program Timings:**
  - Training programs are held from 10:00 AM to 2:00 PM and include coffee break sessions during lectures.