

# 6 CHALLENGES & SOLUTIONS

## TO DEPLOYING PROBLEM-SOLVING CAPABILITIES

**1**  
**CULTURAL DIFFERENCES**  
BEING TRANSPARENT ON THE PROBLEMS FACED

**2**  
**MULTIPLE GEOGRAPHICAL LOCATIONS**  
COST OF FACE-TO-FACE TRAINING SESSIONS

**3**  
**HAVING THE TIME**  
CONSTANT CONFLICT BETWEEN COMPLETING CORE WORK VS. SOLVING EXISTING PROBLEMS & IMPROVING PERFORMANCE

**4**  
**USING DIFFERENT METHODOLOGIES**  
ACROSS THE ORGANISATION'S FUNCTIONS & GEOGRAPHICAL LOCATIONS

**5**  
**DIFFERING MATURITY LEVELS**  
OF PROBLEM-SOLVING KNOWLEDGE & EXPERIENCE ACROSS THE ORGANISATION

**6**  
**LACK OF OPPORTUNITY**  
TO APPLY RECENT PROBLEM-SOLVING LEARNING



**SENIOR LEADERSHIP PROMOTING THE RIGHT BEHAVIOURS**

E.G.

- Walking the floor
- Asking the right questions
- Supporting transparency



**ALTERNATIVE SOLUTIONS FOR A MORE COST-EFFICIENT TRAINING PROGRAMME**

E.G.

- E-learning
- Remote video coaching
- Remote video group facilitation



**DEDICATING IMPROVEMENT TIME FOR EMPLOYEES IN YOUR STANDARD CAPACITY PLANNING**

E.G.

- Dedicating 1 hour a week to improvement, at all levels of your organisation.



**AGREEING ON 1 PROBLEM-SOLVING METHODOLOGY & STANDARD SET OF TERMINOLOGY**

- 1 approach
- 1 set of templates (e.g. A3)
- 1 set of learning materials
- Using E-learning for a fast & standardised training delivery



**TAILORING THE TRAINING MATERIAL TO MAXIMISE ENGAGEMENT**

- Using different case studies & role plays
- Using different terminology



**SYNCHING THE PROBLEM-SOLVING TRAINING WITH THE NEED FOR SOLVING A BUSINESS CHALLENGE**

- Just-In-Time learning
- Using E-learning
- Using video conferencing platforms to host workshops in a short timeframe

SUPPORTED BY SENIOR LEADERS