

TRANSFORMING IDEAS INTO ACTION...

The Creative Problem Solving Group - Buffalo® is a consulting and training organization which builds on over 20 years experience dedicated to enhancing human creative potential in changing organizations. We assist individuals, groups and organizations with transforming ideas into action using a proven change process called Creative Problem Solving (CPS).



Our international group consists of more than 30 highly qualified and certified facilitators and trainers. These professionals have expertise in guiding experiential learning and leading groups through challenging and rewarding sessions. We also have the expertise to help you apply CPS on real business challenges.

Learn what dozens of Fortune 500 organizations, educational institutions, and government agencies have been using to manage increasing levels of change, complexity and competition.

IS YOUR SITUATION READY FOR CHANGE?

After years of research, a validated method for assessing the readiness of your organization's climate to change is available. The Situational Outlook Questionnaire (SOQ) has resulted from more than ten years of collaboration and research with Dr. Göran Ekvall.

The SOQ provides information on nine important dimensions and includes an opportunity for people's voices to be heard. Results of the questionnaire are used to develop strategies and imple-

ment actions that enhance the creative productivity of people in your organization.

You can attend Part I of a two part program to learn about the climate for creativity and change, or you can successfully complete both parts to become certified to use the SOQ. The next offering of Part I is February 14-16, 1996 in Sarasota, Florida. The program is limited to 18 participants. Part II is scheduled on an individual basis.

PART I: LEARNING ABOUT THE CLIMATE FOR CREATIVITY AND CHANGE

This 2 and 1/2-day training program gives you the background necessary to understand the SOQ. During the program, you will:

- Learn what organizational climate is and how it is measured;
- Learn the technical aspects of the SOQ;
- Learn how the SOQ is used for climate interventions; and
- Test your awareness of this approach to understanding organizational climate.

The program provides you with SOQ Technical Manual, Handouts and Continental Breakfast & Lunch

PART II: ADMINISTERING AND DEBRIEFING THE SOQ

This 1/2-day program will certify your readiness to use the SOQ. During the program, you will:

- Co-deliver an actual SOQ debriefing session with a certified coach;
- Use SOQ results to support a change intervention; and
- Receive personalized coaching before, during and after the presentation.

The program provides you with SOQ Feedback Materials for 25 people and one set of Presentation Graphics

WHAT SKILLS AND INSIGHTS DO YOU NEED TO MANAGE CHANGE FOR THE 21ST CENTURY?

Our *Facilitating CPS* five-day program provides skills to manage groups using Creative Problem Solving (CPS). CPS is a portable and flexible change method containing a dozen specific tools and a simple-to-use language. CPS is a non-prescriptive method that can be applied by individuals and groups to solve day-to-day problems as well as capitalize on new business opportunities.

Facilitating CPS builds on over 50 years of experience with problem solving and change management. The program

has been proven effective through research, practical application and continuous improvement. During the program, you will learn to:

- Use the CPS process, tools and language to help identify problems, generate alternatives and transform possible solutions into effective action.
- Diagnose a client's needs, clarify roles, and use a common problem-solving language to productively focus a group's energy toward a shared purpose.

DAY 1	DAY 2	DAY 3	DAY 4	DAY 5
What is CPS? Conceptions and Styles of Creativity	CPS Language and Tools	Leadership and CPS	CPS Facilitation Practice and Feedback Sessions	CPS Facilitation Practice and Feedback Sessions
CPS Guidelines CPS Language and Tools		Planning to Facilitate CPS		Taking CPS Forward

Facilitating CPS is offered as a public program or as a tailored, in-house program designed to meet your specific needs.