

In this highly interactive and engaging learning environment, teams experience – first hand – what is required to lead a knowledge based company within a competitive and changing market. The board based simulation provides participants with an opportunity to experience the consequences of their decisions, learn from them, and build the competencies needed to achieve *success through people*.

Since the first edition in 1994, Celemi Tango has been used across the world by organizations from a range of sectors. What unites these diverse organizations? They recognize the value of a shared language: When people talk about the same concepts in the same way, they can pull in the same direction.

Who benefits?

Celemi Tango is designed for organizations that depend on the knowledge and skills of their employees.

- Senior and middle managers
- Strategic planning teams
- Experienced project managers
- Consultants in knowledge companies
- HR personnel

Key results

- Practice decisions to balance effective short-term goals and successful long-term planning.
- Provide knowledge of the important link between corporate strategy and strategic recruitment.
- Assess how an employee's job and development path fits into the overall corporate strategy.
- Understand business finance and KPIs.
- Improve Talent Management skills.
- Manage the mix of clients and people to improve long-term chemistry, productivity and profit.

Key concepts

- Building shareholder value
- Attract and retain the right employees
- Attract and retain the right customers
- Capacity utilization
- Growth of tangible and intangible assets
- Develop offers, tools and processes for efficient delivery
- Talent Management
- Short term profit vs. long-term value
- Monitoring balance sheets and KPIs
- Organizational culture
- Brand image and reputation



Facts

Material

Board-based business simulation. Computer-based facilitation support.

Number of participants

4-6 competing teams, 12-30 participants in total. Multiple seminars can be held simultaneously.

Participants

Managers and employees involved in strategic decisions and Talent Management.

Time required

1.5-2 days, corresponding to 7 years of operation.

Facilitator

Facilitators certified by Celemi.

Languages

We translate our products continuously, for an updated list please visit: www.celemi.com