

TEAM MANAGEMENT PROFILE®

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Assess your Preferences for Different Work Tasks and Enhance Team Performance

Today's organisations..

need teams members to understand each other's work preferences and the impact of the behaviours they exhibit so they can identify team strengths, overcome team deficits and work together more effectively to achieve the organisation's goals.

TEAM MANAGEMENT PROFILE

Certain tasks interest people more than others. Why? Work preferences!

The Team Management Profile is a valuable way of understanding our own work behaviour, and then applying that awareness to achieve better customer service and teamwork.

Each participant receives a comprehensive, personalised Profile report. This report remains the confidential property of the recipient.



MAJOR USES ...

Personal Development - developing career paths, enhancing interpersonal skills and communication strategies, understanding work-related strengths and developmental areas.

Team Development - understanding impact of each person's work preferences on the team's performance, understanding how each member likes to work and valuing the differences, developing strengths to address team imbalances and potential conflict areas.

...developing people potential for success

More about the Team Management Profile

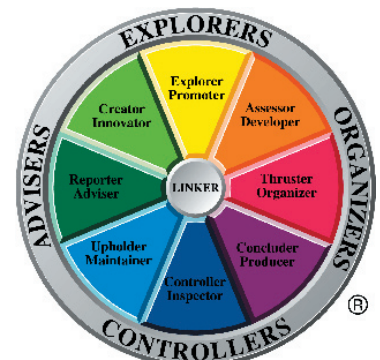
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People tend to select work they prefer doing, and usually perform better in those areas that match those work preferences, but consequently, perform not so well in the other areas. This information can be used to highlight strengths and areas needing improving.

Understanding work preferences is a critical component in developing individual, team, and organizational performance. The Team Management Systems' Team Management Profile Questionnaire (TMPQ) is a 60-item assessment focused on enhancing understanding of an individual's approach to work.

With 208 Profile combinations, the Team Management Profile is possibly the most comprehensive personal Profile available today. The Personal Team Management Profile highlights an individual's major and related areas of work preferences, including information focused on:

- Decision-Making
- Interpersonal Skills
- Team-Building
- Leadership Strengths



...essential information for developing individuals and teams.

Self-assessment is a major advantage of this Profile, as is the opportunity it provides to consult with other team members to develop focused action plans and improve team performance.

What's involved in the process?

- Phase 1** A group presentation to describe and explain the process and invite participation.
- Phase 2** A meeting with participants to enable them to complete the Team Management Profile Questionnaire. (If participants are already committed to this process, Phases 1 & 2 can be combined.)
- Phase 3** A one day workshop, or 2 half-day workshops, where participants receive feedback, and share it with others, if they wish. It is also where the workshop facilitator provides detailed information of the TMS Team Development process, allowing individuals and the group to apply the information to their work context.

Both improved self-understanding and developed teamwork are sought as outcomes to this process as the individual and whole team profiles are considered.
- Phase 4** An option available is for participants to receive an individual 1:1 **coaching** session involving a participant and coach. These sessions allow for increased, direct, workplace applications.

Note: This process described has a developmental focus and can be adapted for individual use.