

TMP Team Management Profile

The Team Management Profile (TMP) is a research-based psychometric profiling tool for personal, team and leadership development that delivers a framework to build high performing organisations.

The TMP is about learning, not assessment. The Profile can be used throughout organisations to improve performance and achieve better business outcomes.

The Profile provides a common language and framework for individuals, teams and organisations to recognise their strengths in the workplace, enabling positive, lasting change.

Constructive, work-focused information helps individuals understand why they work the way they do, and how they can develop strategies to improve how they work with others. The Profile and related materials provide insights about your work preferences in relation to:

- Leadership style
- Interpersonal skills
- Team building
- Communication

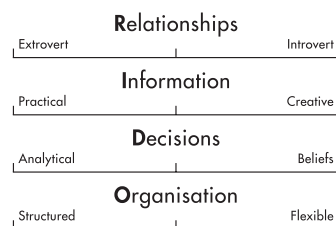


Margerison-McCann
Team Management Wheel



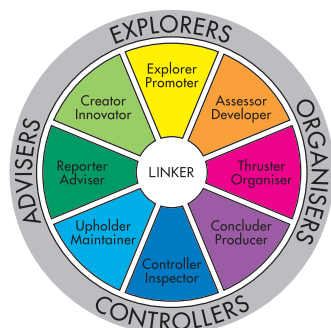
Where are you more likely to focus your energy?

The TMP provides you with an understanding of critical tasks around the Types of Work Wheel.



What are your potential leadership strengths and interpersonal skills and decision-making style?

The TMP shows your learners how their preferences are formed and what it means for how you do your job and work with others.



What role do you prefer to play in a team?

Knowledge of your work preferences gives learners a greater understanding of how to lead and interact more effectively with their team.

The Value of the TMP

The TMP has been designed specifically for use in the workplace.

It takes into account situational leadership theory, which demonstrates that people are different at work than they are at home or in other situations. The TMP is not a general label of personality, but a detailed, work-focused feedback tool.

The Profile is underpinned by two different models – a model of work and a model of people. This allows us to look at the work context in total – not just the people side and not just the process side, but both.

The result is a holistic description of an individual's preferred approach to work. It concretely explores who we are and what we like to do – not the general construct of personality. From there you can very easily link the learning back to a concrete training and development Action Plan.

How the **TMP** makes a difference

A key to organisational success lies in the ability of people to work effectively together. This only occurs when individuals understand their unique contribution and use these insights to implement change. The TMP gives individuals the self-knowledge and strategies required to improve their performance at work.

As a personal development tool, it is extremely informative and helpful. From a team perspective, however, it is even more invaluable. Once you have a map of a team's collective strengths and areas for improvement, a team can easily strategise on maximising their strengths and minimising the gaps regarding:

- What tasks team members prefer to do – are we working to our strengths? Am I in the right job?
- Team dynamics – how do the members of the team best work together and improve teamwork, collaboration and efficiency within teams and between teams
- The likely impact of the least represented roles in the team – how might the team 'plug the gaps'? Do we have to upskill someone in the team? Is it better to outsource this type of work to a professional, given that it is not the team's strength? Shall the team delegate the work to someone who would do it well?
- How can the team sustain and maintain high performance at work?

The TMP provides the knowledge required to improve work performance at an individual and team level. When teams achieve a higher level of connection between their work preferences and job demands – it increases the team's energy, enthusiasm, commitment and motivation, as people are undertaking work they enjoy.

Then you are on the way to becoming a high-performing team.

TMP Hub

Once completed, learners can access their TMP report immediately via their personalised TMP Hub. The TMP Hub includes online simulations, applications, activities, quizzes and e-books, allowing learners to explore their work preferences and apply the TMS concepts to improve communication, team development, leadership and performance.

The Applications offer learners a unique way of engaging and interacting with their Profile results and allow the feedback experience for each individual to be more personal and meaningful.

TMP Applications

- Onboarding
- Team Building and Development
- Leadership Development
- Management Development
- Conflict Resolution
- Graduate Programmes
- Executive Coaching
- Career Planning

TMP Benefits

- Gives you a proven framework and model to navigate change, manage projects and sustain high performance
- Enhances individual and team productivity
- Improves organisational communication and collaboration
- Helps build more engaged and resilient organisations
- Gives insights into how to resolve conflict
- Provides a complete approach to building balanced, high-energy teams

“ The **Team Management Profile** is a powerful Self-analysis tool. A mirror that allows groups and individuals to self-assess without threat. It provides a window that encourages people to recognise the value of differences in work preferences and approaches. ”

Paul Macklin, Amazing People



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