



## TEAM MANAGEMENT SYSTEMS

### Accreditation Information

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Team Management Systems (TMS) offers two learning options through which you can acquire accreditation to use the various TMS products and services:

#### 1. Workshop Format

These **Workshops** are either public or in house offerings. Public workshops are 1, 2 or 3 days in length depending on the material covered. Public workshops are scheduled throughout the year in various locations. These workshops are very interactive and focus heavily on the use and application of the information contained in the TMS assessments.

In house workshops can be customized to meet the specific needs of the organization. In house workshop length will depend on the customization needs.

#### 2. Self Accreditation - Blended Learning Distance Format

All of the TMS products offered for accreditation in workshop format are also offered in the blended learning distance format. The **Self-Accreditation Process** (SAP) combines on-line learning modules, soft and hard copy materials plus phone coaching with a TMS professional.

The Self Accreditation Process is initiated on an as needed basis and is highly flexible to meet specific needs.

The following pages provide costs for the various accreditation formats and assessments covered plus brief descriptions of the TMS assessments.

Please contact us for further information.

800 231 6889 Ex: 1

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**TMS Accreditation Information and Pricing (US funds)**

Accreditation Type	Material Covered	Cost
Three Day Total Solutions Public Workshop	<p><i>All of the following:</i></p> <ul style="list-style-type: none"> <li>• Team Management Profile</li> <li>• Types of Work Profile</li> <li>• Team Performance Profile</li> <li>• Intensive Team Performance Workshop</li> </ul>	\$2,300.00
Two Day Team Management Profile Public Workshop	<ul style="list-style-type: none"> <li>• Team Management Profile</li> </ul>	\$1550.00
One Day Public Workshops	<p><i>Any one of the following:</i></p> <ul style="list-style-type: none"> <li>• Opportunities and Obstacles Profile (QO2)</li> <li>• Window on Work Values Profile</li> <li>• Strategic Team Development Profile</li> </ul>	\$745.00
Customized In House Workshops	Contact us for further information	
Self Accreditation Process (SAP) – Blended learning with phone coaching	<p><i>All of the following:</i></p> <ul style="list-style-type: none"> <li>• Team Management Profile</li> <li>• Types of Work Profile</li> <li>• Linking Skills Profile</li> <li>• Team Performance Profile</li> </ul>	\$2,600.00
Self Accreditation Process (SAP) – Blended learning with phone coaching	<ul style="list-style-type: none"> <li>• Team Management Profile Only</li> </ul>	\$1,550.00
Self Accreditation Process (SAP) – Blended learning with phone coaching	<p><i>Both of the following:</i></p> <ul style="list-style-type: none"> <li>• Team Performance Profile</li> <li>• Types of Work Profile</li> </ul> <p><i>Or any one of the following:</i></p> <ul style="list-style-type: none"> <li>• Linking Skills Profile</li> <li>• Opportunities and Obstacles Profile (QO2)</li> <li>• Window on Work Values</li> <li>• Strategic Team Development Profile</li> </ul>	\$745.00

# Descriptions Of Assessments Available For Accreditation

## Team Management Profile



Understanding work preferences is a critical component in developing individual, team, and organizational performance. Team Management Systems' Team Management Profile Questionnaire (TMPQ) is a 60-item assessment focused on enhancing understanding of an individual's approach to work. Based on the responses around four dimensions of work preference, the Personal Team Management Profile provides constructive, work-based information outlining an individual's work preferences, based on the Team Management Wheel, and the strengths that an individual brings to a team.

## Types of Work Profile



Whether designing a new job or restructuring an existing one, the critical activities which the job holder will have to perform must be identified. The concept of "criticality" is fundamental to Team Management Systems' approach to job analysis. The Types of Work Profile Questionnaire (TWPQ), a 64-item individual or multi-source assessment, has been designed to determine those areas of activity, as defined by Team Management Systems' Types of Work Model, that are critical to success in a particular job.

## Linking Skills Profile



Linking Leader Jigsaw

The integrating of people and work process is critical to ensure high performance at work. Extensive interviews with teams and team leaders throughout the world continue to highlight common elements responsible for integrating teams into a coherent "whole". Team Management Systems identifies these elements as Linking Skills, a set of 13 distinct skills which need to be implemented by all members of a team, though often focused on the team leader.

Team Management Systems' Linking Skills Profile Questionnaire (LSPQ) is a 66-item multi-source assessment through which a number of different people provide feedback on an individual's linking skills capacity.

## Team Performance Profile



For high performance in teams, ongoing assessment is a requirement. The Team Performance Profile Questionnaire (TPPQ) and resulting Profile are tools developed to support this process. The TPPQ is a 54-item multi-source instrument that focuses on assessing a team's performance in the nine team performance factors associated with high performing teams.

# Descriptions Of Assessments Available For Accreditation

## Opportunities-Obstacles Profile (QO<sub>2</sub><sup>TM</sup>)



Is your glass half-empty or half-full? This Profile looks at people's approach to risk and determines the balance of effort put into seeing the opportunities and obstacles at work. Some people have a higher risk acceptance than others and may see only the opportunities, often ignoring the obstacles. Others may be risk averse and see only the obstacles, ignoring the possibilities of new projects or ventures. This Profile measures the five subscales of MTG Energy, Multi-Pathways, Optimism, Time Focus and Faultfinding and calculates an individual's Opportunities-Obstacles quotient QO<sub>2</sub><sup>TM</sup>.

## Window on Work Values



Values have a major influence on how individuals approach their work. Values drive our decisions, cause us defend what we believe in and determine our behavior at work. This Profile is based on Dick McCann's Window on Work Values which describes eight core Value Types. The Window on Work Values Profile Questionnaire is a 64-item questionnaire where individuals record those activities or situations at work that they value. Profile feedback gives a work values hierarchy and key information to help individuals understand how their values influence behavior.

In addition, a process is available to work with team and organizational values.

## Strategic Team Development Profile



The Strategic Team Development Profile (STDP) assists team in finding alignment and effectively focusing on 8 key areas that are critical to the internal development of a team. The STDP is a 48 question multi-source instrument that assesses the performance of a team around these 8 key focus areas critical to the development of high energy and high performing teams.