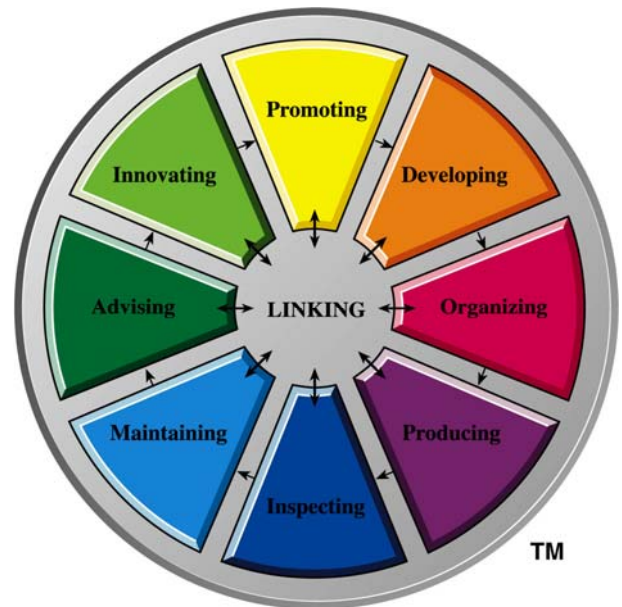


Team Alignment

Alignment of focus either within a team or with its key stakeholders is crucial to effective performance. The Team Alignment workshop uses both the Team Management Profile (TMP) and the Team Performance Profile (TPP) to accomplish this alignment.

The TPP is team multi rater and provides extensive data for the team to work with to determine how important the work functions of the Types of Work Model are to the team and how satisfied the team and stakeholder groups are with performance in those functions.

Combined with the information from the TMP this extremely practical session has participants leave with a renewed sense of energy and commitment to doing what needs to be done for successful performance to occur.



Delivery Details:

- One full day or 2 half days. The first half day is similar to the Enhancing Team Performance workshop.
- This session is the foundation of further sessions using TMS assessments and products.
- Contact us for further information including pricing.

Accreditation Details:

- If you are Accredited in the use of the Team Management and Team Performance Profiles you can access all the information and materials needed to facilitate this workshop.
- Contact us for further information regarding facilitator packages or Accreditation in the Team Management Profile.

Team Management Profile

The Team Management Profile (TMP) is a researched, work based preference assessment that is used world wide to help teams and individuals improve their performance. The 4000 + word profile is created from the participants responses to 60 questions focused on 4 measures of work preference. The on-line questionnaire takes about 15 - 20 minutes to complete and a hard copy profile is provided to the end user. The profile is debriefed with the end user by an Accredited TMS Network Member either one on one or in a team session such as the TMS Team Alignment workshop. The profile contains data concerning the individuals work preferences relating to:



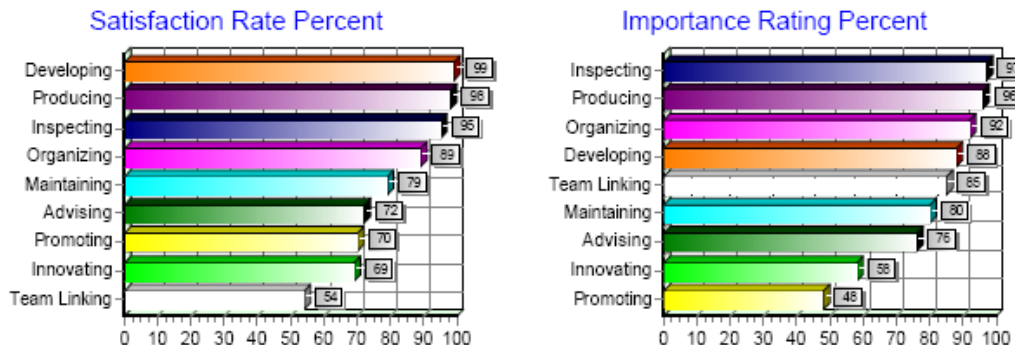
- Primary Areas of Work Preference
- Related Areas of Work Preference
- Leadership
- Decision Making
- Interpersonal Skills
- Team Building
- Areas for Self Assessment and Improvement
- How Others Can Effectively Interact With You

The TMP is actually a combination of two distinct, yet related models. The first is the Types of Work Model which focuses on the work that high performing teams and individuals regularly must perform. The second is the 4 Measures of Work Preference, which focuses on how we prefer to do our work. When combined, a third model emerges, the Team Management Wheel, which is the basis of the profile.

This focus on work, plus preference is critical since for high performance to occur, the work must be performed regardless of preference. Once it is determined what work needs to be done then the preference information can help us to understand the diversity of ways people may go about performing that work, both individually and with others. When skill in both these areas is developed the potential for high performance is enhanced.

The Team Performance Profile is a team multi rater assessment that measures the team's and possibly other stakeholder groups perceptions of the importance of each the work functions to the team's performance and how satisfied these groups are in the team's performance in the work functions.

Team Members



(Sample data from the Team Performance Profile)

Packed with practical information, the Team Performance Profile provides data to enable groups to have valuable discussions about where they need to focus their efforts to produce the most effective performance for themselves and their stakeholder groups.