

Team Coaching & Learning

The Team Coaching & Learning design includes core concept curriculum, a formalized peer coaching methodology and an optional one-on-one coaching layer. It includes the presentation of critical self- and team management concepts built on the Types of Work model and adapted to meet the specific business needs of the client. Concepts are explored in a workshop format, applied in day to day interactions and debriefed in peer meetings. This design uses the Team Management Profile (TMP) and the Team Working Wheel initially followed by two proprietary core curriculum segments and ending with the Team Performance Profile - a team multi-rater (360°) tool. This design introduces a structured peer coaching methodology.

An optional layer of one-on-one coaching focused on supporting individual team members in specific interactions is available.

Teams leave with increased capacity for individual self management and increased team capacity for learning and peer coaching.



Delivery Details:

- Up front consultative design process.
- Four half day sessions:
 - The first half day focuses on the **Types of Work** and the **Team Management Profile**. The team develops high level performance goals based on the Types of Work model.
 - Two additional pieces of curriculum, **The Changing Role of Management** and **Accountability and Choice** are introduced at 4 to 6 week intervals.
 - The fourth session debriefs a multi-rater team performance assessment - the **Team Performance Profile** - enabling the team to measure their progress around their goals.
- Regular weekly peer learning meetings using a specific structured format take place wherein participants debrief their experiences applying the concepts.
- Optional brief telephone coaching conversations to support individual learning.

Contact us for further information

800.231.6889

www.TMS-Americas.com | inquiry@TMS-Americas.com



Team Management Profile

The Team Management Profile (TMP) is a researched, work based preference assessment that is used world wide to help individuals, work groups and teams improve their performance. The 4000 + word profile is created from the participant's 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 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. This focus on work (the Types of Work model), plus preference (the Team Management Profile) 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.

Changing Role of Management

Focusing on the concepts of power, mental models, self and shared management this session challenges the way we think about managing in organizations. Participants then take these concepts into their real work scenarios and apply them.



Accountability & Choice

Building on the Changing Role of Management, this session focuses on the concepts of choice, consequences, accountability and the 5 futures of organizational life. Participants use these concepts to act on the day to day realities of their work.

The Team Performance Profile

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.



Peer Coaching & Learning Meeting Format;

A highly structured meeting format ensuring each team member receives timely peer feedback on a specific application of the conceptual material in their day-to-day work.