



### Enhancing Team Performance

Continual performance improvement is critical for all teams. This session focuses on the core models of the Team Management Profile to bring better understanding of the work the team needs to focus on and the work preferences exhibited by team members.

Adaptable to numerous contexts such as communication, strategy implementation, crossing functional silos or building trust, this session illuminates the performance dynamics within the team to provide a language for leveraging those dynamics to higher levels of performance.

This session also acts as a jumping off point for further team and individual development using TMS assessments and products.



#### Delivery Details:

- Half day, on site facilitated session. TMS will provide highly experienced facilitators.
- 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 Profile 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.

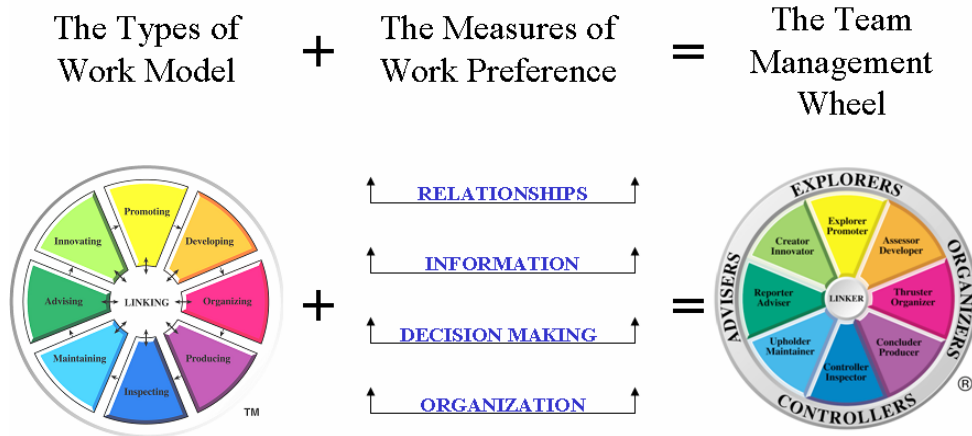
## Team Management Profile

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 Enhancing Team Performance 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.