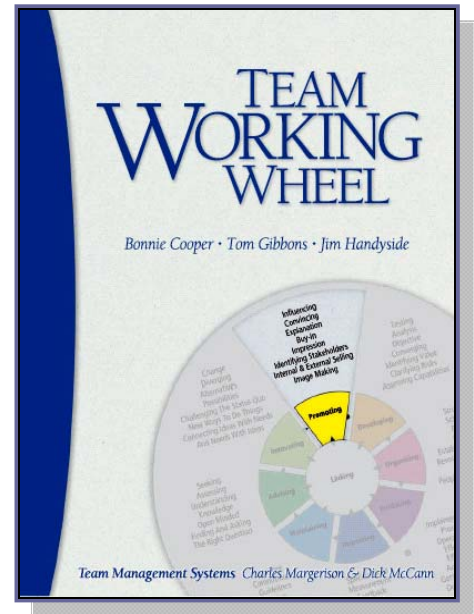


Teams In Change (Types of Work Model)

The Types of Work Model was synthesized from analyzing what high performing teams actually did. One of the keys to high performance was found to be that the team knew when it needed to perform in each of the 8 work functions and then performed that function well.

During change, being aware of what work functions need to be focused on is critical. This session digs deeper into the work functions so the team can focus its work most effectively to navigate the changes at hand.

By keeping in mind the work preferences of the team, greater insight and more efficient actions are chosen to manage change in the direction the team wants to move.



Delivery Details:

- One full day or 2 half days. The first half day is similar to the Enhancing Team Performance workshop.
- This session also provides excellent value to project teams that may only be together until the completion of the project they are working on.
- 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 TMS Team In Change 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 Working Wheel booklet and job aid provides a deeper perspective on the Types of Work Model and allows participants to focus down on which functions are critical to moving through the change at hand. The Types of Work Model is a researched high performance model focusing on 8 work functions and the skills of linking. It has been found that high performing teams know when and then how to focus on the appropriate work function.

Work Functions

Maintaining - Upholding and safeguarding standards and processes

Advising - Gathering and reporting information

Innovating - Creating and experimenting with ideas

Promoting - Exploring and presenting opportunities

Developing - Assessing and testing the applicability of new approaches

Organizing - Establishing and implementing ways of making things work

Producing - Concluding and delivering outputs

Inspecting - Controlling and auditing the working of systems

Linking - Integration and coordination of the work

