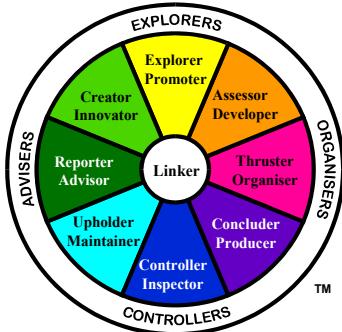


The Team Management Profile

We are familiar with many instruments and methodologies for successful team creation and building. We have selected the *Team Management Profile* (TMP) developed by Professors Charles Margerison and Dick McCann as the 'best of breed', and have consultants accredited in its use.

The TMP gives teams a snapshot of the strengths each team member brings and highlights the gaps.

Each respondent receives an in-depth analysis of their work role preferences, and what that means for how they relate to others, how they gather and use information, how they make decisions and how they organise themselves and others.



When to use TMP

- It is valuable for all types of teams: project teams; home teams; standing committees; ad hoc working groups. Some clients even invite their stakeholders to complete the team profiles with them to enhance customer relationships.
- When forming and re-forming teams and for individuals to identify their strengths within a team.
- To accelerate teams from the 'forming' to the high performing stage.

Feedback from the TMP can be given in a one-to-one session, or (more commonly) delivered in a workshop to a whole team.

What are the benefits of using TMP?

- Provides the opportunity for differences in a team to be identified in a 'safe' and positive way.
- Increases self-awareness.
- Team members gain clarity about how each person works and prefers to work.
- Enables consideration of team composition, areas of possible conflict, new systems and processes, ways to deliver outstanding results and how to work better together.

The Team Management Systems (TMS) suite of instruments

The TMP is just one of the profiles available from TMS.

Ask us about any of the following:

- Opportunities-Obstacles Profile (QO2)
- Leadership Behaviours Profile (LBP)
- Team Management 360 Profile (TM360)
- Linking Skills Profile (LSP)
- Star Performing Team Profile (SPT)
- Types of Work Profile (TWP)

Why select Thought Partners?

- We are professional and thoughtful facilitators.
- We deliver results based on solid NZ and international research.
- We use experiential learning techniques and plan with you to anchor the action agreed upon.
- We do the hard work up front to ensure we provide what you need and want.
- You can participate in the workshops knowing that your team is in good hands.

For more information please contact Thought Partners:

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