



The Margerison-McCann

Team Management Profile

For Talent, Teams and Leadership



At a glance

The **Team Management Profile** is a unique management and team development tool that gives you more perspectives on individual performance, high energy teamworking and organisational culture.

It offers personal feedback based on extensive research with and for managers into what creates personal success and high performance teamworking.

A rigorously validated questionnaire is analysed by special software to provide a 5,000 word customised report, available in major European languages. This helps you to achieve results for yourself and those you work with.

Relevant A system developed with and for **leaders** and their **teams**

Reliable A researched framework of **high energy** working

Focused Helps individuals and teams to **maximise** their potential

Positive About **strengths**, mutual respect and constructive relationships

Researched Twenty years of ongoing **validated research** into what makes high performing teams

Memorable Easy-to-use language and **powerful visual models**

Proven The **instrument of choice** for leading organisations worldwide

Flexible For **individuals and teams**, for use on its own or within your toolkit

Measurable Maximises performance to bring **real business benefits**

Ongoing A foundation for **long-term sustainable development**



It's about you!



Whether your primary focus is on your own future career, being a better manager and leader, or getting results for your organisation, the first step is the same – **know where you yourself are starting from.**

The Team Management Profile is the key element in an integrated system that links your personal approach with a broader picture of what creates a high performance environment.

You complete a 60-item questionnaire about your fundamental preferences in key areas at work.

The strength and range of your preferences combine to show where you are on the Team Management Wheel. This enables you to **see your job and your career in a new light.**

It also helps you to understand better the **working relationships** you have with the people around you: who you need to complement your preferred way of working and why some people are easier for you to work with than others.

Above all, you gain more insights into the **strength that comes from diversity** and the need for mutual understanding.

This enhanced awareness helps you to extend your management and leadership strategies to motivate and energise others.



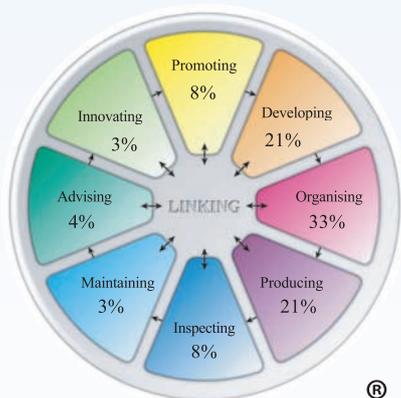
This person is a strong **Assessor-Developer** with supporting roles in the adjacent **Explorer-Promoter** and **Thruster-Organiser** sectors.

What role do you prefer to play in a team?

Knowing where your preferences lie is critical to your personal development. It helps you choose the type of work and career where you are most likely to excel and gives you a greater understanding of how to lead and interact more effectively with your team.



This person has a **'split wheel'**, with a primary preference for innovating but also with supporting roles in organising and inspecting.

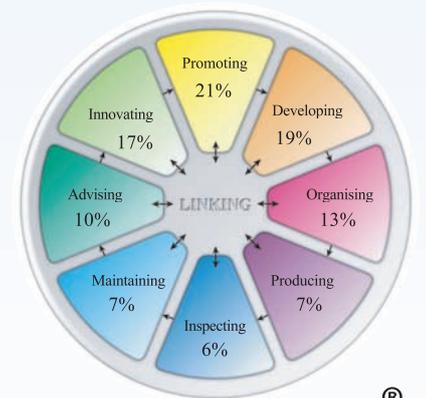


This person has a strong preference for **organising, developing and producing** and is less likely to move outside their comfort zone.

Where are you most likely to focus your energies?

The Team Management Profile looks at your complete range of preferences around our unique and extensively researched Types of Work Model.

It helps you to see how easily you can operate in areas away from your main preferences.



This person is likely to enjoy working in many different areas and show more **versatility.**

It's about managing and leading teams

You may be working with a well-defined, established team, or perhaps your team is loose or fragmented. You may be in charge of a transitory alliance, or a team that is culturally or functionally diverse.

Whatever the structure, the questions you face will be similar:

- ❖ What does each person bring to the group that is special and different?
- ❖ Are tasks being done by the best people and are there any gaps?
- ❖ How can I maximise motivation and performance?
- ❖ How can I interact successfully with each person?
- ❖ How do I manage the inevitable stresses and conflicts?

A practical toolkit for the whole team

The more you know about the group, the easier it is to build and develop strong teams. The Team Management Profile offers an **easy-to-use framework** to help fast track relationships and accelerate high performance. It focuses on strengths and brings a shared view of how best to work together.

People instantly start using the language and the visual models to illustrate a wide range of situations, and in only a short time they will:

- ❖ understand how they can make the best contribution
- ❖ appreciate the need to work with others who operate differently
- ❖ optimise diverse strengths and get energies moving
- ❖ find it easier to communicate, resolve conflict and solve problems

As the leader, you will guide this process and build on the experience.

It's about results for your organisation

The Team Management Systems approach gives you a framework for achieving results. It is valid across all situations because it is based on a universal model of effective, balanced teamworking.

It shows how all tasks in any work situation can be described in terms of just nine key factors. This becomes a valuable business tool that helps with every aspect of planning and organisation.

The role each person prefers to play on the Team Management Wheel reflects the work areas where they are most likely to help the organisation succeed.

The model also helps everyone understand **how key work areas fit together** and the critical need for all activities to be covered and linked together effectively.

The Profiles show **how to motivate and energise people** by giving them a meaningful and rewarding place within the organisation.

Personal development is completely aligned with **a view of the whole work environment** and key business goals.



The Margerison-McCann
Types of Work Model



Reputation reliability results



TMS Development International is dedicated to supporting personal, team and organisational development through an innovative and integrated approach that links business focus with personal success.

The **Margerison-McCann Team Management Profile** is the starting point within a suite of integrated Profiles that address a range of issues. These include communication and linking, leadership skills, team performance, teamwork values, job design, and personal approaches to risk and change.

A lasting investment in your people

Using the Team Management Profile to learn more about the people you work with, and how to build jobs and teams in the most productive way, brings real and often immediate benefits to your business bottom line:

- ❖ better talent management
- ❖ higher employee engagement and team energy
- ❖ more readiness for change and challenge

Our Profiles are always supplied through an appropriately qualified HR professional who will facilitate the feedback process.

More business value for your organisation

*"A unique mix of self-development and **business focus**."*

*"It's amazing how differently we all do our work. It can bring conflict but it's also a **great strength** when you have a system for understanding the dynamics."*

*"I work with a constantly changing group of people and this **helps me to integrate everyone** more easily."*

*"Now we have a **shared language** and a visual model that we use for problem solving and planning."*

*"**Leaders at all levels** need to know who they are and where they're starting from."*

The instrument of choice for leading organisations worldwide

The Team Management Profile has been used extensively around the world within large private and public organisations.

These include:

- BDO Stoy Hayward*
- The Leadership Foundation for Higher Education*
- BP plc*
- London Business School*
- Bradford & Bingley plc*
- Office for National Statistics*
- BT plc*
- Prudential plc*
- Games Workshop Ltd*
- Right Management Consultants*
- Shell International*
- HBoS plc*
- Zurich Insurance*
- International Training Service Ltd*

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