

# Overview

## Margerison-McCann Team Management Systems

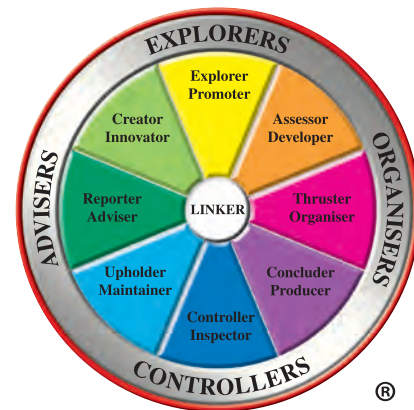
### Personal and Team Development Profiles

Margerison-McCann Team Management Systems (TMS) is a unique suite of single and multi-rater Profiling tools that share a common conceptual framework to give you multiple, complementary perspectives on individual performance and high energy teamworking.

Each Profile offers a unique view on a person or situation at work and has a powerful visual model and simple language to bring it to life.

The Profiles may be used singly, in different combinations, or with other tools, to illuminate a wide range of situations and provide an important first step to personal and team development.

All our tools are rigorously researched, presented to high quality standards and supported by a dedicated team of professionals at TMS Development International (TMSDI).



#### Accessible

- ❖ High face validity
- ❖ Powerful visual models
- ❖ Simple straightforward language
- ❖ Clearly presented data
- ❖ Positive, actionable feedback

#### Focused

- ❖ On personal performance
- ❖ On facilitating communication
- ❖ On action plans and problem solving
- ❖ On high energy teamworking
- ❖ On real business results

#### High quality presentation

- ❖ Detailed full colour bound Profile
- ❖ 16- to 33-page customised reports
- ❖ Professional presentation folder
- ❖ Each Profile with accompanying Profile Guide

#### Commitment to client service

- ❖ Dedicated TMSDI team for Profile supply
- ❖ We-do-everything bureau service
- ❖ In-house software option with free phone support
- ❖ Free advice from TMSDI Learning and Development Consultants

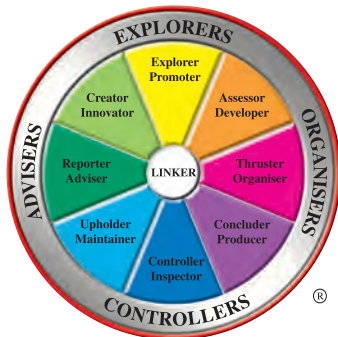
#### Flexible

- ❖ Ideal within a wide range of applications
- ❖ Combines personal and team development
- ❖ Use Profiles singly or combine in different ways
- ❖ Link the TMS approach to your existing learning framework
- ❖ Works with all kinds of teams

#### Researched

- ❖ Independent British Psychological Society reviews available on each Profile
- ❖ Extensive global norms database
- ❖ Easy access to comparative data
- ❖ Organisation reports possible
- ❖ Ongoing research at own research institute
- ❖ Regular updates to our client network
- ❖ All research on CD-Rom

# Team Management Systems Profiles



## Team Management Profile

How do you prefer to approach the world of work? What are your major and related roles on the Team Management Wheel and to what extent are you comfortable moving around our researched model of work?



## Linking Skills Profile

How well do you rate your own competence around 13 critical linking skills? How does this compare with how others rate you? Do you need to focus more on leadership linking, linking of people or linking of tasks?



## Opportunity Orientation Profile (QO<sub>2</sub>)

How do you see and respond to new situations and changes? How do you solve problems and handle risk and ambiguity? Do you focus on past experiences or future possibilities? Where do you lie in relation to goal focus on our unique 'hope index'?



## Team Performance Profile

Does your team share a common view of the most critical tasks? How do they rate themselves in relation to a researched model of team effectiveness? How do their perceptions compare with those of others who work with the team?



## Types of Work Profile

What are the critical success factors for an existing, or newly designed job? How do these relate to the Profiles of real people who might take on this job?



## Window on Work Values Profile

What values drive you and your colleagues at work? Are you in harmony with each other? Do your values align with those of your team and the wider organisation?