

THE TEAM MANAGEMENT PROFILE

WELCOME. The Margerison/McCann Team Management Profile™ [developed in Australia] is now widely used throughout Australia, New Zealand, the USA, Asia and Europe in both the public and private sectors. Worldwide, more than one million people have completed the TMP, in more than 160 countries.

THE TMP QUESTIONNAIRE itself is a 64 item normative, forced-choice instrument which measures four work preferences, and maps those unique preferences with 8 functions which Margerison/McCann research identified as key to effective teams. In essence, the 8 functions are compared with four personal work style preferences [which influence how people work within teams] and placed into scales: 1. How you relate with others [extroverted and introverted preference]; 2. How you gather and use information [practical and creative preference]; 3. How you make decisions [analysis and beliefs preference]; and finally, 4. How you organise yourself & others [structured or flexible preference]. These four preference scales correlate with one or more of the 8 functions of a team, producing one major role preference and two related roles.

"Between 'customer need' & 'customer satisfaction' lies a deeply conscious awareness of yourself & others."



"It may feel uncomfortable to constantly think about, let alone proactively seek, information on how our stakeholders see us. The team therefore, needs to agree that it is a 'value' to see ourselves as others see us."

TMP: A BUILDING BLOCK TO VALUABLE INSIGHT

Assigning the wrong person to a task, ignoring important tasks or failing to resolve conflict can have costly consequences. The Team Management Profile gives individuals valuable insights into the way they prefer to work and their preferred role within a team. This feedback will help to improve team processes and performance, which will, in turn, improve motivation and job satisfaction.

The strengths of the TMP are proven. They are the building blocks for understanding ourselves & others. PiB invites you to take what it offers one step further...

THE TEAM MANAGEMENT PROFILE

TMP: TAKING IT ONE STEP FURTHER

TMP is a useful tool in the overall PiB coaching framework - a building block for understanding the attitudes, thought patterns, and habits that frustrate even the best of relationships. We all have different ways of seeing things. But for all our acceptance of that simple fact, and our determination to be seen as objective, objectivity is very rarely the case. Our investment in ourselves and our 'place in the world', our knowledge and our 'truth' as we see it, prevents objectivity. In essence, we sabotage our ability to relate well, create and develop new approaches, act on the information we gather, make sound decisions and organise ourselves into collegial and productive teams.

TMP: WHAT TO EXPECT

- An accredited TMS Facilitator
- A comprehensive Profile Report and Discovery Workbook
- Individual roles/strengths leveraged via an understanding of role preferences and aptitudes
- Personal beliefs, attitudes & personality as a basis for team discussion and exploration



THE TMS WHEEL™: A SMALL PIECE OF THE PUZZLE

FOR PiB, the Team Management Profile, useful as it is, is one small piece of the overall puzzle. Experience tells us that team behaviour flows invisibly from inner emotional state. Likewise, actions are a manifestation of state of mind. And state of mind is a much deeper concept to contemplate than personality or aptitude for a given way of working. It is state of mind that delivers insights, intuition and ideas. It is also state of mind that delivers relational issues, conflicts and a raft of other negative emotions and feelings that affect the way the team performs. In one sense, many organisations see this already. Every competency model for teams points to 'behaviours' - but very few organisations make the link - that these behaviours are nothing more than the manifestation of our thoughts; the thoughts that depend on state of mind. In short, that our thoughts precipitate behaviour, flavour our personalities, and always, dictate the efficacy [or otherwise] of the teams we play a role in.

The PiB approach has brought about measurable and sustainable change to organisations small and large. For leadership training, team development, mid to senior level management and executive coaching please contact:

David Bodman. Director. Principles in Business.