



Results Through People

## Developing our Team

### Using the TMS Team Management Profile

*The Profiling was a huge success with the teams. Many had not done such interventions before and they are still discussing the session and sharing their Profiles. Thank you for a great job.*

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*Feedback has been really positive. Even those who were a bit reluctant really found it interesting and useful, so thanks so much for your work.*

Teacher's Union

*Anne Paterson, Workshop Leader*

*Anne is a **Master Trainer** of the Team Management Systems (TMS) and has used these tools with individuals and teams across a wide range of clients in both public and private sectors.*

*Anne has over 20 years' experience in the areas of Learning and Development and Human Resource Management in the UK, mainland Europe and Australia.*

*She was Head of Human Resources for Flight Operations in British Airways and HR Manager Europe, providing consulting support and advice to 24 countries.*

#### The Team Management Profile

The Team Management Systems (TMS) Team Management Profile is a 5,000 word profile which highlights work preferences and provides information on an individual's

- Decision Making
- Leadership/Team Member Strengths
- Interpersonal Skills
- Communication Needs

The Profile is currently used in more than 160 countries world-wide to help individuals and teams:

- understand how they operate – both as individuals and as team members
- identify the strengths and preferences they bring to work
- recognise different approaches to work and how these can contribute to effective teamworking

#### Learning Outcomes

Participants will learn about:

- the 9 critical activities to ensure effective teamwork
- the 4 dimensions of individual difference and how these impact on the tasks people like to do and how they work with others
- identifying strengths that may be being neglected in their team and what can be done to harness these
- how to use a structured process to plan and review their team performance on an ongoing basis
- the do's and don'ts of communicating with people with different role preferences.



#### Course Overview

- What's in a team?
- Review of the Team Management Models
- The Team Management Wheel
- Reading the Profile
- Learning from our Team Management Profiles
- Plotting the team – identifying our team's work preferences and gaps
- Implications for our team of our individual work preferences
  - Where are our strengths? How can we harness these?
  - What important aspects of teamwork may be neglected?
  - What do we need to do to work more effectively together?
- Developing our Linking Skills - communicating, valuing difference
- Action planning – what are we going to do to apply what we have learned?

Contact Results Through People  
Tel: 1300 807 904

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