



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?

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