

Team Management Profile (TMP)

The Team Management Profile (TMP) is a research-based psychometric feedback tool for personal, team and leadership development.

A globally recognised framework to create and sustain high-performing organisations through people, the TMP is about learning, not assessment. It provides individuals with a common language and allows team members to recognise each other's strengths in the workplace. When used effectively, the TMP can improve performance at all levels of an organisation, achieve better business outcomes and enable positive, lasting change.

Constructive, work-focused feedback helps individuals understand why they work the way they do, and how they can develop strategies to improve how they work with others. The TMP and related materials provide insights about an individual's work preferences in relation to:

- Leadership style
- Interpersonal skills
- Team building
- Communication

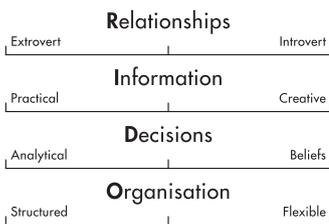


Margerison-McCann
Team Management Wheel



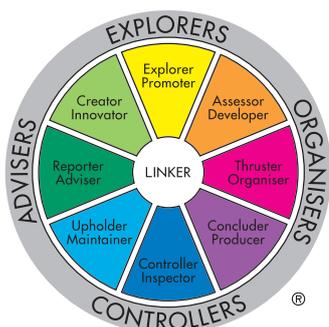
Where are you more likely to focus your energy?

Understand the key success factors that form the basis of outstanding teamwork.



How do you prefer to work?

Understand how you like to work, and how this may differ from others you work with.



What role do you prefer to play in a team?

Bringing the models together gives learners a greater understanding of how to lead and interact effectively as a team.

The Value of the TMP

The TMP takes into consideration situational leadership theory, which demonstrates that people can adapt their style and approach from situation to situation.

The TMP is underpinned by three different models: the TMS model of work combines with the TMS model of people to build a unique view of 'People at Work'. This allows us to look at the work context from not just the people OR the process side, but both.

The net result is a holistic view of an individual's preferred approach to work. In the context of a team environment and the 'work to be done', it is easy to link insights back to a concrete plan of action, matched to the individual, team and organisation needs.

In this way the TMP delivers ongoing value on multiple levels, not as a general label of personality, but a detailed, work-focused feedback tool.

How the TMP makes a difference

The key to organisational success lies in people's ability to work together effectively. This occurs when everyone understands their unique contribution, and personal insights are used to nudge positive change at the individual and team level.

As a personal development tool, the TMP is informative and insightful, providing individuals with self-knowledge and strategies to improve their performance at work. From a team perspective, it is even more valuable. TMP Advanced Reports can be used to map overall team composition, enabling rich discussion at the team level relating to:

- What tasks team members prefer to do – are we working to our strengths? Am I in the right job?
- Team dynamics – how do team members work effectively together to improve teamwork, collaboration and efficiency – both within teams and between teams?
- The likely impact of the least represented roles in the team – how might the team 'plug the gaps'? Do we have to upskill someone in the team? Is it better to outsource this type of work to a professional, or should the team delegate the work to someone who would do it well?
- How can the team sustain and maintain high performance at work?

The TMP provides the knowledge required to improve work performance at an individual and team level. When teams achieve a higher level of connection between their work preferences and job demands it increases the team's energy, enthusiasm, commitment and motivation.

When people are undertaking work they enjoy and communicating inclusively and effectively, they are well on the way to becoming a high-performing team!

TMS Global

The TMS Global platform is designed with the individual's personal learning journey as a primary focus. In one place, learners will find everything they need to complete, read, learn about and share their TMS profiles, as well as access a wide range of self-directed learning applications, resources and Diagnostic Tools.

TMS Global learning tools were created to enhance the learning experience and support individuals to use the TMS suite of profiles in practical application over time. The TMP-linked Diagnostic Tools are designed to enable better learning and improve communication within teams and between individuals.

Visit [TMS Global Features](#) to find out more.



For more information, please contact **TMS**
E: info@teammanagementsystems.com
W: www.teammanagementsystems.com

© Team Management Systems 092021

TMP Applications

- Onboarding
- Diversity Training
- Team Building and Development
- Leadership Development
- Management Development
- Performance and Quality Review
- Graduate Programmes
- Executive Coaching
- Career Planning

TMP Benefits

- Provides a proven framework and model to navigate change, manage projects and sustain high performance
- Enhances individual and team productivity
- Improves organisational communication and collaboration
- Helps build more engaged and resilient organisations
- Gives insights into how to resolve conflict
- Provides a complete approach to building balanced, high-energy teams

“ The **Team Management Profile** is a powerful self-analysis tool. A mirror that allows groups and individuals to self-assess without threat. It provides a window that encourages people to recognise the value of differences in work preferences and approaches. ”

Paul Macklin, Amazing People

**GET IN TOUCH
WITH OUR TEAM**
to find out about our
Team Management Profile
Accreditation Programme