



TEAM MANAGEMENT SYSTEMS





VALUING THE DIFFERENCE

Team Management Systems (TMS) is recognised internationally as the specialist in teamwork, offering solutions for human resources and management challenges through a market-leading suite of work-based feedback instruments.

Our tools have been used by more than a million people from 160 countries and can help combat internal inefficiencies, conflict, attrition and poor communication – all of which can harm productivity in organisations. Empower individuals and teams to recognise their strengths and weaknesses in the workplace, and open the way for lasting change to ensure your business maximises its potential and achieves higher performance.

Founded by Dr Charles Margerison and Dr Dick McCann, TMS has global reach through offices and representatives around the world, including Australia, New Zealand, North and South America, the United Kingdom and Europe, the Middle East, Asia and South Africa. A blue-chip client list includes Coca-Cola, PricewaterhouseCoopers, Telstra, BHP Billiton, Johnson & Johnson Pacific, Sony, Woolworths, Commonwealth Bank and KPMG to name just a sample.

Our history

Established in 1985, TMS has a long-standing commitment to research-driven assessments that promote better workplace performance. Developed and designed in Australia, the international acceptance of TMS is testimony to its quality.

Our edge

The TMS suite of eight simple, practical workplace Profiles is among the most reliable and extensively researched set of psychometrics on the market. Written in a positive, work-focused language and available in a number of language translations, they deliver quality feedback on a wide range of organisational development issues. Immediately applicable in the workplace, the sophisticated report information and visual models are easy to apply and use long term.

Our philosophy

TMS is committed to independent and ongoing research, high ethical standards, continuous improvement in production and service technology, high standard of presentation materials and excellence in customer service.

The strength of the test, from a practitioner viewpoint, is that the Team Management Profile Questionnaire has high face validity with managers, the narrative Profile is easy to read and understand, and the information and feedback guidance material is excellent.

British Psychological Society

LINKER

THE TMS FRAMEWORK

The Team Management Systems approach delivers results through the creation of high-performing teams and leaders in organisations. Through their work with teams around the world, Charles Margerison and Dick McCann recognised that conflict, mistrust and poor communication prevented some teams from reaching their full potential.

Creating the world-renowned TMS Profiles was their response to this dilemma. The Profiles explain workplace behaviour and show organisations how to motivate and energise people. Personal development is aligned with a view of the whole work environment and key business goals.

Our suite of instruments includes the TMS Pyramid of Workplace Behaviour, which demonstrates the three levels – Work Preferences, Risk-Orientation and Work Values – through which people approach work. By identifying where team members map into the pyramid, a HR practitioner or team leader can unleash a powerful set of techniques to prevent conflict, solve problems, motivate team members, assign tasks and lift team performance.

Meeting the challenge

TMS solutions can be used in any industry or organisation. They help in the following areas:

- Team development
- Leadership and management development
- Organisational development
- Executive coaching
- Managing culture
- Motivating staff
- Personal development
- Change management
- Negotiation and sales
- Project management
- Job match
- Career and succession planning
- Team benchmarking
- Induction and retention
- Training needs analysis
- Role clarification
- Values programmes



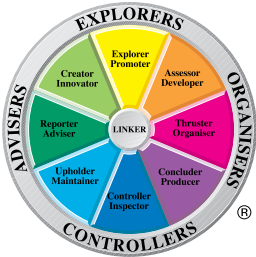


The Team Management Profile is a powerful self analysis tool. A mirror that allows groups and individuals to self assess without threat. It provides a window that encourages people to recognise the value of difference in work preferences and approaches.

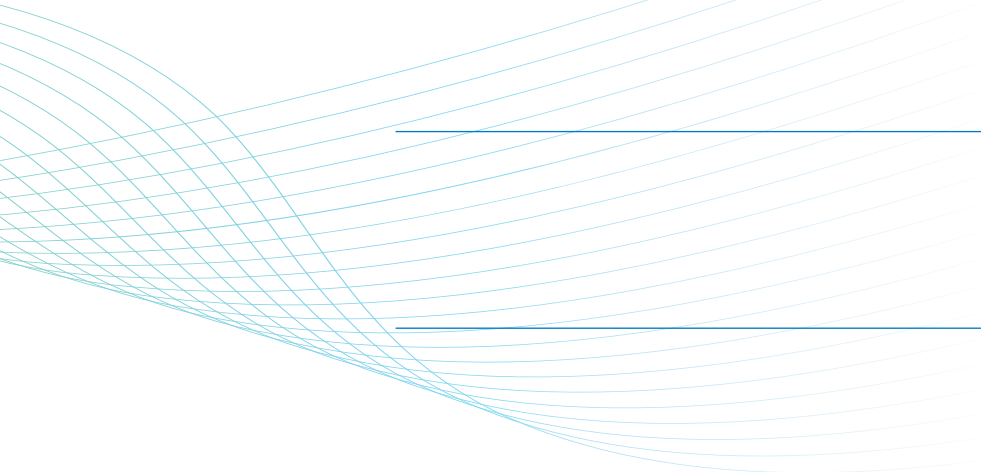
Paul Macklin, Director, Amazing People



THE TMS PROFILE SUITE

Over the past 20 years, Team Management Systems has developed a suite of eight Profiles which now cover almost any application in personal, team, leadership and organisational development. The range currently consists of:

<div>Team Management Profile (TMP)</div> <div></div> <div><div>Identify work preferences</div><div>Enhance team development</div><div>Develop leaders</div></div> <div><p>This Profile is a personalised report that gives individuals insights into how they work and their preferred role within a team, based on the Margerison-McCann Team Management Wheel. Focusing on work processes as well as individual differences makes it easy to connect individual development to operational realities in the workplace.</p><p>How it works</p><p>The TMP Questionnaire takes less than 15 minutes to complete in electronic or paper form. An individualised report is produced identifying a person's work preferences and providing valuable feedback on leadership strengths, decision-making style and communication and team-building skills.</p></div>	<div>Opportunities-Obstacles Profile (QO₂TM)</div> <div></div> <div><div>Facilitate change</div><div>Coach leaders</div><div>Moving towards goals</div></div> <div><p>This Profile determines the balance of effort people put into seeing the opportunities or obstacles at work and reveals how individuals are likely to approach risk. It can be used to assist in understanding individual behaviour and striking a balance between team members who may be overly cautious in pursuing new ventures and those who are prone to making hasty decisions.</p><p>How it works</p><p>The QO₂TM Profile provides personalised feedback on how an individual will see and respond to new situations and changes, handle risk and solve problems. The McCann Risk-Orientation Model is the basis of the concept and defines five subscales: MTG Energy, Multi-Pathways, Fault-Finding, Optimism and Time-Focus.</p></div>	<div>Window on Work Values Profile (WoWV)</div> <div></div> <div><div>Promote values</div><div>Change culture</div><div>Build teamwork</div></div> <div><p>This Profile emphasises the importance of values and how they influence the behaviour of people at work. Feedback focuses on value types that are fundamental drivers of behaviour and can be applied to individual and team development.</p><p>How it works</p><p>The WoWV is based on responses to 64 items, with respondents rating situations or activities at work that they value. The results are processed to give a hierarchy of importance arranged around the eight values types: Compliance, Empowerment, Conformity, Equality, Collectivism, Individualism, Independence and Authority.</p></div>
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Organisational Values Profile (OVP)



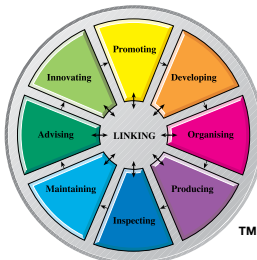
Map organisational values
Change culture
Align values

This Profile is a multi-survey instrument designed to compare people’s perceptions of their organisation’s values, using the McCann Window on Work Values Model. The report can be used to check the alignment between ‘espoused values’ and ‘values in use’ and contribute to cultural change.

How it works

The OVP is a 32-item questionnaire that can be completed by any number of respondents, with the results then collated into a single, in-depth report.

Types of Work Profile (TWP)



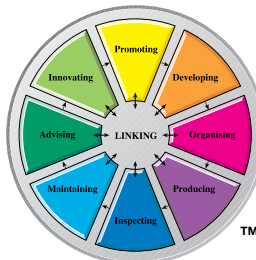
Assess job match
Design jobs
Performance management

This Profile reveals the critical activities associated with a particular job or position and can help organisations design a new job or restructure an existing one. It is based on the fundamental question: “Does this activity make the difference between good and poor performance in the job?”

How it works

The TWP involves a 64-item multi-rater job analysis and may be used in tandem with the Team Management Profile to show the job match or overlap between the demands of a job and the individual’s work preferences, and to identify gaps and matches.

Team Performance Profile (TPP)



Evaluate team performance
Benchmark standards
Stakeholder feedback

This Profile provides a view of how well a team is performing in terms of nine critical work functions and serves as a team audit that highlights strengths and weaknesses. Drawing on feedback from all team members, other groups in the organisation and colleagues and customers, the TPP analysis helps the team understand what it needs to do in order to progress and improve.

How it works

The TPP uses a 54-item questionnaire to generate feedback and provide an objective view of a team’s performance as a whole. This Profile report provides clear, quantitative data from a number of sources on what actions the team members can adopt to ensure they move forward.

As a facilitator, the Team Management Profile opens doors for me practically as a training needs analysis tool and emotionally as a means of creating trust. For managers, it provides tangible ideas for future organisational development. For teams, it provides a more grounded sense of what ‘good communication’ and ‘celebrating diversity’ actually means.

Hans Tilstra, Curriculum Design & Development Advisor, RMIT

Some instruments blind you with science, long words and too many numbers. By contrast, the Team Management Profile reports are written in ordinary business language: it's face valid – people see its relevance; the dimensions are easy to explain...

John Thacker, Rolls-Royce Management Development Programs

Linking Skills Profiles (LSP)



Develop leaders

Focus on behaviour

Improve performance

This Profile identifies performance around fundamental people, task and leadership-related skills. It is an individual 360-degree feedback instrument that aids high-performance working. The LSP is based on three essential skill sets – People Linking Skills, Task Linking Skills and Leadership Linking Skills – and assesses the gap between the extent to which the respondent should and does demonstrate the key behaviours for each Linking Skill.

How it works

The LSP has three questionnaire versions covering general, supervisory and leadership ranks of an organisation. They are available in electronic or paper form and take about 15 to 20 minutes to complete.

Strategic Team Development Profile (STDP)



Develop high-performing teams

Facilitate change

Team climate assessment

This Profile addresses the fundamental areas that teams need to address to perform effectively. It provides a roadmap for the ongoing development of any team and pinpoints strategic issues that need resolving in a group.

How it works

The STDP uses a range of applications including SWOT analysis and team performance reviews to allow facilitators to highlight weaknesses and implement action plans to improve team performance. The views of outsiders can be gathered from key stakeholders. Respondents rate the team based on eight fundamental areas and an in-depth, report is generated including narrative and quantitative information.

FAQs

How do I access to the Profiles?

Profiles can only be accessed through a TMS-Accredited provider such as Manning Consultants.

How do I know which Profile(s) will be needed for my business?

Typically most organisations start with the Team Management Profile. However speaking to Manning Consultants will help you to determine which Profiles will deliver the best results for your organisation.

What do I receive?

Profile participants will receive a unique Profile report that will be professionally explained and interpreted for you by Manning Consultants.

Based on the Profile outcomes you will have the opportunity to develop action plans to bring your organisation's work in to focus and deliver greater results.

How is payment made?

Once your requirements and the number of staff members in your organisation are known, Manning Consultants will provide you with a service proposal that will outline a proposed program together with the cost of Profiles and consulting fees.

YOUR ACCREDITED TMS PROVIDER



Manning Consultants will work with you and your team to plan, develop and achieve greater results.

Services will be tailored to your needs. For example, if your existing team needs focus, direction or energising, or if you are dealing with a start-up team, project restructures or merger, then we can work with you.

Using the Team Management Systems Profiles, we will help you to:

- Clarify individual roles in any team
- Create understanding among team members
- Revitalise and energise existing teams
- Assist the retention of valuable employees
- Provide support during recruitment and selection processes
- Provide strategic and business planning
- Instigate leadership development programs at all levels
- Coach individuals and teams
- Create development programs for new leaders to help them fasttrack
- Structure executive development programs
- Help identify and manage diversity
- Facilitate risk analysis and risk management processes
- Develop change programs
- Resolve conflict

Manning Consultants will customise a meeting, workshop or retreat or we'll work directly with individuals to help you and your organisation to achieve the results you are looking for.





Empowering teams to deliver great results

TEAM MANAGEMENT SYSTEMS

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