

## How does it work?

You complete a 60-item questionnaire online or on paper about how you approach your work. This is analysed by our expert software to produce your personal Team Management Profile. Profiles are always supplied through an appropriately qualified human resource professional who will guide you through the feedback process.

The Questionnaire and Profile are available in European and US English, French, German, Danish, Dutch, Italian, Norwegian, European and Latin American Spanish, and Swedish. Further translations are in preparation.

## What do you get?

The full colour 4,500 word Profile is presented in a professionally bound folder with a Profile Guide containing extra background and guidance. This is also supplied on CD in all the major European languages.

Each Profile report contains:

- ❖ detailed information about your major and related roles on the Team Management Wheel
- ❖ memorable visual models for easy interpretation
- ❖ your spread of work preferences in bold, easy to understand graphics
- ❖ your full range of preferences around our Types of Work Model
- ❖ analysis of your potential leadership, decision-making, interpersonal and teambuilding strengths
- ❖ linking and pacing guidelines to facilitate team communication
- ❖ extensive comparative data from our global norm database

The Profile is written in positive, down-to-earth language that is easy to understand and share.

## Team role displays

Individual Profile results may be grouped together in many different ways by our software programme to produce numerous composite views of the team as a whole, giving you hard information for discussion and development planning.

## Validated research

The Profile's simple, clear presentation is the result of two decades of extensive research. A full and objective British Psychological Society review of the Team Management Profile can be viewed on their website. Full research documentation about our ongoing research programme is given to all those who participate in our accreditation programmes.



More choice  
More flexibility

## Accreditation options

The Team Management Profile is available only to human resource professionals accredited through one of our authorised programmes. Choose from:

- ❖ customised two-day in-company workshop
- ❖ two-day open workshop in York or central London
- ❖ one-to-one or small group workshop
- ❖ fast-track option for consultants with extensive relevant experience

You invest in a single, one-off programme fee after which you become a member of the TMSDI network with access to our Profiles and a wide range of ongoing benefits, discounts and support.

See our Accreditation Options Booking Form for workshop dates and prices. Please call us to discuss in-company options on **+44 (0)1904 464523**.



## Profile options

### Pay-as-you-go bureau service

The TMSDI team receives Questionnaires, takes care of administration, makes up your Profiles and sends everything to you, ready for use.

### In-house software

Save money and gain flexibility by installing the software on your own computer with the help of our software support team. Significant volume discounts are available.

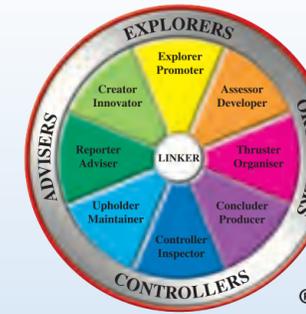
Prices for Team Management Profiles vary according to the scale of use, whether you use bureau or software and whether you opt for an organisational licence. Please see our enclosed price list for further details or call us on

**+44 (0)1904 464520**.

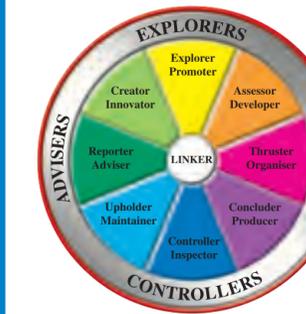
## The TMSDI support team

If you do not wish to become accredited to use the Profiles yourself, TMSDI has its own experienced team of training and development consultants and a network of associates who are able to offer tailored personal and team development programmes. Please call us to discuss your needs on **+44 (0)1904 464523**.

[www.tmsdi.com](http://www.tmsdi.com)



The Margerison-McCann Team Management Wheel



The Margerison-McCann

# Team Management Profile

*"All that is valuable in human society depends upon the opportunity for development accorded to the individual"*

Albert Einstein

*"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

*"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 Programmes

*"Our organisational growth means that teams change quickly. The Team Management Profile provides a structure to see what roles teams possess and to manage the transition and start-up of successful groupings."*

Gill Greenwood, HR Director Games Workshop



## In brief

The Team Management Profile is an extensively researched and proven psychometric tool that shows how personal development is the critical first step to high performance teamworking. A 4,500 word report looks at where your motivation lies, how you can best contribute to team success and how you are likely to lead, manage and link with others who may have different perspectives on the world of work. It can be used with team members, managers and leaders, but is at its most powerful when used to build and sustain high energy teams.

- Relevant** Developed with and for **leaders** and their **teams**
- Focused** Helps individuals and teams to **maximise** their potential
- Researched** Twenty years of ongoing **validated research** into what makes high energy teams
- Proven** The **instrument of choice** for leading organisations worldwide
- Immediate** Can be understood and used by **everyone** straight away
- Memorable** Sophisticated information presented through **simple visual models**
- Positive** **Non-threatening**, all about strengths, mutual respect and constructive relationships
- Flexible** For **individuals and teams**, for use on its own or within your toolkit
- Ongoing** A foundation for **long-term development**



# More science about who you are at work



This person is a strong **Assessor-Developer** with supporting roles in the adjacent **Explorer-Promoter** and **Thruster-Organiser** sectors.

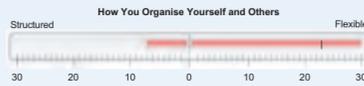
## What role do you prefer to play in a team?

Knowing where your preferences lie and what your hidden strengths are is critical to your personal development. It helps you choose the type of work and career where you are most likely to excel. It helps you understand where you can make the best contribution to different teams. And it gives you a greater understanding of how to lead and interact more effectively with your team.



This person has a **'split wheel'**, with a primary preference for innovating but more distant roles in organising and inspecting.

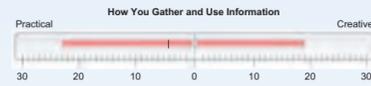
## Why do you feel motivated by some tasks and not others?



This person is more likely to thrive in an environment without a rigid structure and requiring a more **flexible approach**.

Our extensive research shows that your role preferences stem from the strength and breadth of your scores across four critical scales.

Your personal Profile shows how your preferences are formed, how strong and stable they are and what it means for how you do your job and work with others.



This person is likely to enjoy taking ideas through to **reality**.

## Where are you most likely to focus your energies?

The Team Management Profile now looks at the complete range of your preferences around our unique Types of Work Model.

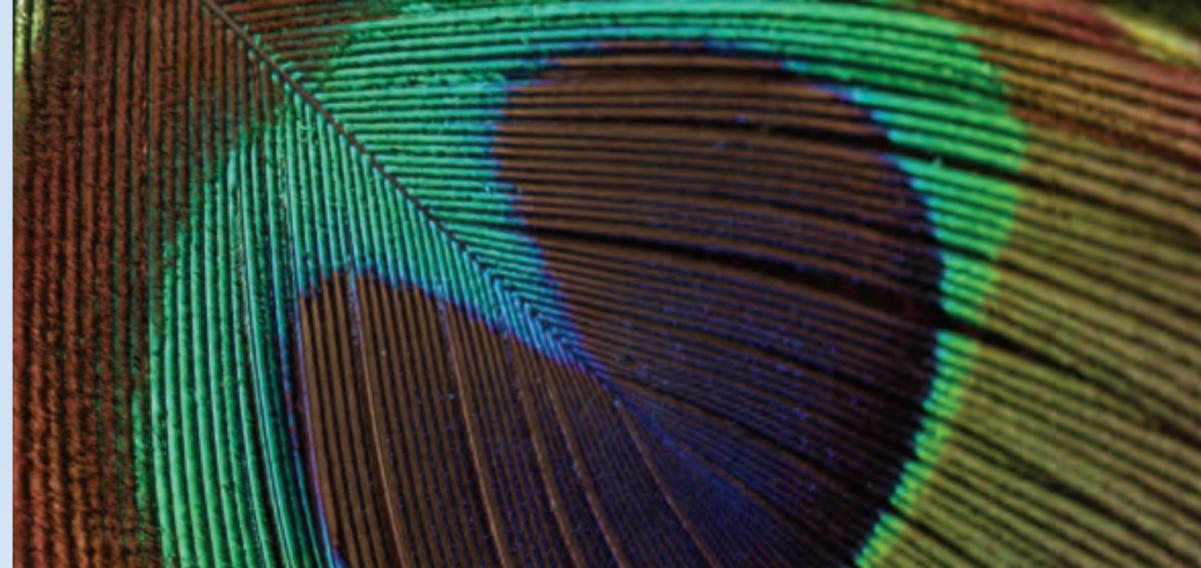
Are your energies mostly in one sector? How easy is it for you to operate in an area away from your main preferences?



This person has a strong preference for **organising, developing and producing** and is less likely to move outside their comfort zone.



This person is likely to enjoy working in many different areas and show more **versatility**.



# More perspectives on high energy teamworking

You may work with a well-defined, established team. Or perhaps your team is loose or fragmented? You may be in charge, or the leadership could be dispersed. Whatever the structure or purpose of the team, your questions will be similar.

- How much do we really know each other's potential?
- Are we a balanced team or are there big gaps?
- Are we covering everything we need to?
- Are tasks being done by the best people?
- How can we improve the team's energy and communication?
- Do we have a good process for planning and review?
- Do we maximise the value of difference and diversity?
- How well do we accommodate each others' work preferences?

## A practical toolkit for the whole team

The Team Management Profile offers an easy-to-use framework and straightforward narrative and visuals that help the group make progress quickly and easily. The information is memorable and people instantly start using the language and the visual models to explain issues.

Each personal report is multi-layered, allowing you to move through the levels to explore different perspectives on how you all work together. The initial focus on personal insights moves to sharing Profiles and looking at the group as a whole. The process of team learning begins as everyone starts to work together to:

- understand and maximise individual energies
- appreciate how each person's approach impacts on the team
- recognise, value and work better with a wider range of people
- optimise diverse strengths and role preferences
- allocate tasks in a better way, according to individual preferences
- link more effectively
- unlock problems and get energies moving
- find improved ways of communicating and sharing

# More business value for your organisation

## A lasting investment in your people

Using the Team Management Profile to learn more about the people you work with, and how to build jobs and teams in the most productive way, brings real and often immediate benefits to the business bottom line:

- more employee engagement
- better talent management
- higher retention levels
- higher motivation and team energy
- greater mutual commitment
- appreciation and utilisation of diversity
- jobs allocated around strengths
- faster results
- better morale and less conflict
- improved communication
- a framework for managing and leading
- acceleration of start up teams
- quicker resolutions to problems
- better balanced teams
- new energies for tired teams
- more readiness for change and challenge

## The instrument of choice for leading organisations worldwide

The Team Management Profile has been used extensively around the world within large corporations, within the public sector and by a wide range of consulting organisations. These include:

BDO Stoy Hayward  
BP plc  
Bradford & Bingley plc  
BT plc  
Games Workshop Ltd  
Hallmark Cards plc  
HBoS plc  
International Training Service Ltd

Leadership Foundation for Higher Education  
London Business School  
Office for National Statistics  
Prudential plc  
Right Management Consultants  
Shell International  
Zürich Insurance



The Margerison-McCann Team Management Wheel

**Reporter-Adviser**  
Enjoys giving and gathering information

**Creator-Innovator**  
Likes to come up with ideas and different ways of approaching tasks

**Explorer-Promoter**  
Enjoys exploring possibilities and looking for new opportunities

**Assessor-Developer**  
Prefers working where alternatives can be analysed and ideas developed to meet the practical constraints of the organisation

**Thruster-Organiser**  
Likes to push forward to get results

**Concluder-Producer**  
Prefers working in a systematic way to produce work outputs

**Controller-Inspector**  
Enjoys focusing on the detailed and controlling aspects of work

**Upholder-Maintainer**  
Likes to uphold standards and values and maintain team excellence