



Accreditation Options

For learning & development professionals

Take the Guesswork out of Teamwork



Each Team Management Profile accreditation programme is designed to give you the knowledge, practical experience and long-term support that you need to use the Profile confidently and effectively. You will explore the fundamental issues around how to release individual energy at work and create high-performing teams of all kinds. Our programmes are highly-interactive, ensuring that your learning is linked to real work issues and concrete action plans. Choose from:

Tailored in-company programme

You can save time and money with in-house programmes tailored to the needs of your organisation. These are run at your own venue, usually over two days. Can be combined with accreditation in additional Profiles from the Margerison-McCann suite depending on your organisation's needs.

Open two-day programme

Take two days to reflect and learn free from office distractions, with plenty of opportunities to share knowledge and make connections. Programmes run throughout the year in central London and York.

Live online webinar

Instant travel-free learning for you and your team, with time to reflect between modules. Live online webinar accreditation offers you the ultimate in flexibility, with four 90-minute modules which can be run at a time to suit you, wherever you are - ideal for geographically dispersed teams.

One-to-one and small group

At our headquarters in York we offer the perfect venue for more intimate individual and small group tailor-made events for all the Margerison-McCann Profiling tools. Mix and match according to your needs and interests.

Continuing professional development for you

Each accreditation programme is also a valuable personal development experience for you. Whether you join one of our open programmes, participate in a webinar or invite us to run an in-company programme, we promise a relaxed event with a learning experience that is as enjoyable as it is useful. Plus the opportunity to learn and meet with others through our network of accredited users.

For current dates and prices for these programmes, please visit www.tmsdi.com, or call us direct to discuss your requirements on +44 (0)1904 464515



Accreditation at a glance

The concepts and models behind the Profile

- ❖ origins of the Team Management Profile
- ❖ research and development with and for managers and their teams
- ❖ the importance of a universal model of work
- ❖ how we approach our work: four fundamental measures
- ❖ the Margerison-McCann Team Management Wheel: a validated model of effective working

Exploring the Margerison-McCann Team Management Profile

- ❖ interpreting your own Profile
- ❖ exploring different variations and combinations within the Profile
- ❖ major and related roles
- ❖ split wheels
- ❖ how to get the most out of the Profile
- ❖ putting people together at work

Putting theory into practice

- ❖ the need for balanced teams: high-performance
- ❖ understanding of individual preferences within a team context
- ❖ strategies for effective working
- ❖ linking skills: better team leadership and lateral management skills
- ❖ understanding and valuing difference
- ❖ pacing and communications tips

Applications

- ❖ within personal development
- ❖ to help people understand their career journeys
- ❖ for managers and leaders
- ❖ for building and sustaining high energy teams
- ❖ for coaching and mentoring
- ❖ for project review and planning
- ❖ for diversity, change management and organisational development

What you take away

All our accreditation programmes include:

- ❖ your own full-colour Profile, including a Personal Discovery Workbook
- ❖ comprehensive Accreditation Guide covering concepts and models and getting started.
- ❖ global case studies demonstrating how the Profiles are being used in the workplace
- ❖ free presentation tools including sample Profiles, Microsoft® PowerPoint® presentations, promotional leaflets and accredited member branding
- ❖ free online support materials on our exclusive Network Member website for you as a facilitator, from session outlines and development activities to feedback guidelines and refreshers
- ❖ free team role mapping software
- ❖ your Certificate of Accreditation
- ❖ membership of the TMSDI network



What you learn

Our programmes are highly-interactive, with plenty of group activities to reinforce learning and practice in giving and receiving one-to-one feedback.

1. Building the models

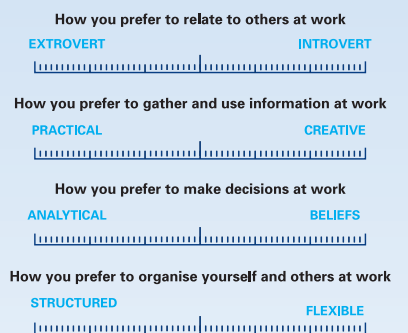
- The Types of Work Model**
- The four Work Preference Measures**
- The Team Management Wheel**

We introduce you to the background concepts and research behind the Team Management Systems Profiles and models. You will:

- use the Margerison-McCann Types of Work Model to acquire a conceptual framework for effective working
- explore four fundamental measures of preferred behaviour at work
- see how the relationship between work preference measures and the Types of Work Model created the Team Management Wheel
- identify your own approach as you receive your own personal Profile



Margerison-McCann Types of Work Model



Work Preference Measures



Margerison-McCann Team Management Wheel

2. Exploring the Team Management Profile

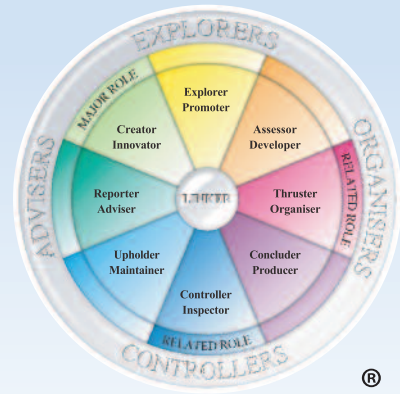
The 16-fold model

Major and related roles

Split wheels

We highlight the detail behind the Profile, so you can:

- work with the sophisticated 16-fold model to facilitate a deeper understanding of diversity
- explore major and related roles, work preferences and more complex 'split wheels' and the spread of preference combinations
- see how an individual's scores on the four work preference measures can predict what kind of work they are likely to prefer and how likely this could be to change



An example of a 'split wheel'

3. Putting theory into practice

The need for balanced teams

Team strategies

Linking skills

Pacing strategies

We explore in detail the critical functions of linking and pacing and the issue of 'unbalanced teams', enabling you to:

- know what makes a balanced team
- recognise how to manage teams with gaps and imbalances
- work with a tried and tested model of high-energy working
- place the vital concept of linking within the framework of work preferences
- discover how to adapt your communication style to suit people with different roles



Margerison-McCann
Linking Skills Model

4. Using the Team Management Profile with others

Personal development

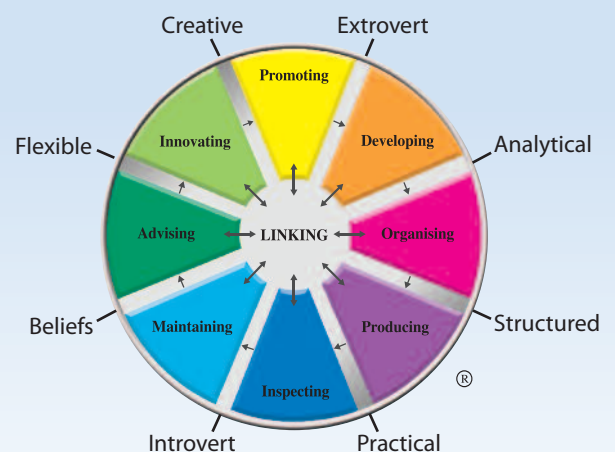
Team development

Career journeys

Applications

We help you develop your confidence in working with the Profile with plenty of opportunities for hands-on experience and sharing best practice. You will:

- set the scene for Profile feedback
- prepare for successful facilitation
- use a tested model for one-to-one coaching
- use the Team Management Profile for career development
- discuss wide-ranging applications



Mapping work preferences around the
Types of Work Model for career development



Joining the TMSDI network

The Team Management Profile is used extensively by major organisations around the world. Once accredited, you join our worldwide network of learning & development professionals operating in many languages, cultures and organisations to increase motivation and performance at work.

Access to our Profiles

You can access our Profiles through our pay-as-you-go bureau service or, for large volume use, by purchasing in-house software.

One-to-one support

We pride ourselves on the level of ongoing support we offer our network members, and are always happy to provide informal help or advice. Whether you need help preparing, designing or running an event, or would like our advice in interpreting your Profiles, you can contact our dedicated Learning & Development Consultants, on +44 (0)1904 464515 or at development@tmsdi.com

"We look forward to continuing to support you in your development work"



Membership of our global network

Access our full range of network services:

- ❖ make contact with people who share interests or work in similar environments through our partnering service
- ❖ come along to our popular networking events and development programmes
- ❖ share best practice and keep up-to-date through our newsletters
- ❖ call on our Learning & Development team to help you get started
- ❖ access development resources through our network members' website area
- ❖ benefit from discounts and special offers

"The TMSDI network events are a great way of meeting up with people from different industry sectors"





Margerison-McCann
Team Management Wheel

About the Team Management Profile

A personalised report which provides a powerful starting point for discussion and development in the workplace. Written in a straightforward, positive way, it offers a shared language and valuable insights into the way you approach your work and your preferred role within a team.

The Profile is supported by two decades of research data confirming its reliability and validity. Designed for the workplace, it looks at your fundamental approach to work in four key areas:

How you prefer to:

- relate with others
- gather and use information
- make decisions
- organise yourself and others.

A 60-item questionnaire measures your approach to give you a 4,500 word customised personal report showing your major and two related roles on the Margerison-McCann Team Management Wheel, as well as your overall spread of preferences around our unique and powerful Types of Work Model.

Profiles are only available through learning & development professionals who have successfully completed one of the accreditation programmes described in this leaflet.

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