

Team Management Profile



The Team Management Profile (TMP) is a science-based feedback tool used for personal, team and leadership development. It forms one of the cornerstones of the Team Management Systems (TMS) suite of psychometric profiles, specifically designed to create lasting positive change for individuals, teams and organisations.

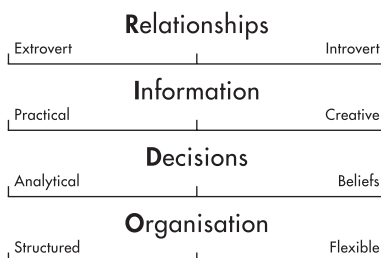
The Team Management Profile (TMP) is not just about psychometrics, it's about learning. Constructive, work-focused feedback helps individuals understand why they work the way they do, and how they can develop strategies to improve the way they work with others. It provides individuals with a common language 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, enabling positive, lasting change.



Types of Work Wheel

Where are you more likely to focus your energy?

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



Four Work Preferences Measures (RIDO)

How do you prefer to work?

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

The Value of the TMP

The TMP framework takes into consideration situational leadership theory, which demonstrates that people can adapt their style and approach depending on the context.

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.



Team Management Wheel

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.

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 individual work preferences, team dynamics, the impact of work preference 'gaps', and what can be done to sustain high-performance.

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 on the way to becoming a high-performing team!

“ 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

TMP Applications

- Create agile, better balanced teams
- Improve communication
- Discover individual and team strengths
- Improve stakeholder engagement
- Increase morale and reduce conflict
- Develop more effective strategic thinking
- Re-energise tired teams
- Support established, emerging or aspiring leaders
- Help teams adjust to hybrid and remote working
- Support coaching conversations
- Aid project team planning and review
- Clarify team purpose and goals
- Inform organisational restructure
- Fast track team alignment

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



Want to know more?
Scan the QR Code to watch
the TMP overview video.