

"creating business excellence"

# Management Team Building & Leadership / Team 360 Profiles



*"The interaction with each other, those real moments where we really got insights into ourselves and each other."*







Previous attendee quote









## Management Team Building & Leadership Training

Management teams and regular teams constantly require working together. Opportunities in meetings, projects and interaction are frequent. The way in which team members work together and deal with one another can have great effect on the wider working groups – especially teams of management team members.

### Objectives

-  Improve team performance through reviewing and understanding the work styles in the team
-  Understand my own work preferences
-  Understand the way my colleagues approach their work
-  Develop pacing strategies to best work together as a team
-  Investigate team balance and develop 'quick fixes' to improve team performance
-  Improve management team performance and ways to work with own teams

Rapid Results are specialists in working with teams to help them reach higher performances in working together. Building a high performing management or leadership team can greatly enhance the following:

-  Higher Productivity amongst all staff
-  Improved Morale
-  Improved communication across the team
-  Better Staff Retention
-  Reduced Absenteeism
-  Reduction of stress







## The Team Management Index (TMI)

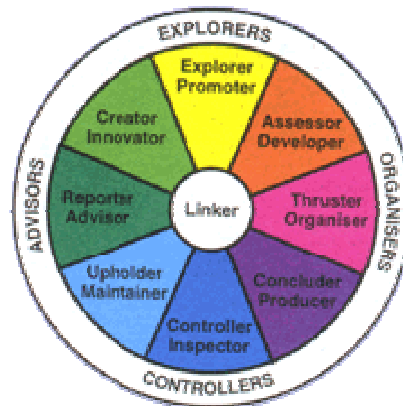
Rapid Results are accredited to run the Team Management Services workshops detailed in this document. The Team Management Index measures an individual's work preferences. This provides valuable feedback in the key management areas of leadership, decision-making, team building, interpersonal skills, organisation and information management. For non-management teams, the profiling focuses on general interaction and working preferences of individuals and their interaction with others. The TMI profile highlights an individual's strong points, as well as indicating areas where there is room for improvement.

The Team Management Wheel is a simple, visual model, which shows the work preferences found in high performing teams. The centre of the wheel is the area for the key linking skills that individuals need to use to successfully work as a team. It has numerous practical applications in the workplace ranging from task achievement to strategic planning – it is also used as the foundation for the Team Management Profile.

In essence, the Team Management Index measures four key issues in any work situation. These are:

-  how people prefer to relate with others;
-  how people prefer to gather and use information;
-  how people prefer to make decisions;
-  how people prefer to organise themselves and others.

The Profiles are scientifically based upon a sound structure, put forward originally by Carl Jung, the Swiss philosopher and psychologist, and adapted to apply to management and work situations.



## Major Uses of the Team Management Index and Profile:

Ideally used as the first step with improving a team's performance, pulling teams closer together and in working out issues within teams.

### 1. Personal Development

- Career paths and interpersonal skills.
- Identification of Leadership Style.

### 2. Team Development

- Improved Communication.
- Team members sharing their Profiles and discussing their work preferences.
- Understanding how each member likes to work and valuing those differences – increased tolerance.
- Identifying where the team may fail on particular Types of Work functions, by nobody having a preference in that area.

### 3. Balanced Teams

- Compensating for imbalance in the team by using 'coloured meetings'.
- Understanding combined work preferences of teams – areas of strengths and improvement areas.

### 4. Developing Ground Rules

- Balanced teams can be a recipe for conflict so action plans for improved linking can be part of the team ground rules.



## **ADDITIONAL NOTES:**

**Profiling**: TMS profiling information will be examined and discussed during the workshop

**Training in Team Group**: The programme can consist of half or one day covering aspects of TMS profiling for the management team as individuals, for them to understand their teams and working together as a team.

## **What people have had to say about this programmes:**

*"How well the team from Rapid Results knew us to put all the activities in place to keep us all present!"*

*"The interaction with each other, those real moments where we really got insights into ourselves and each other."*

*"This course was the best I have been too as a management team - it showed me that your team of experts had totally taken on board how we worked as a team a provided the necessary activities to get the best out of all of us."*

*"Awesome very inspirational for my personal life and work life."*

*"Loved it. the best ever - I am taking on board everything I have learnt!!!"*