

# Margerison-McCann Team Management Profile



# In-company accreditation

*Save time*

*Save money*

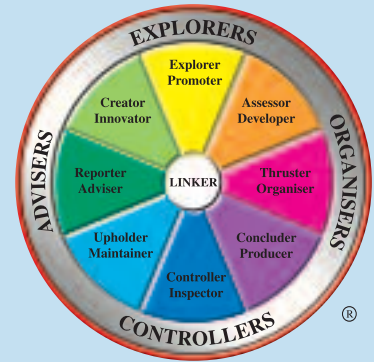
*Maximise your learning investment*

Our in-company accreditation programmes are customised to meet your own specific learning and development objectives. They are designed to address the real and immediate context of your own organisation and take place at a time and location chosen by you. With lower costs, no travel time and the benefits of a shared experience, in-company accreditation makes sound business sense.



## Accreditation in brief

The Team Management Profile is only available through learning & development consultants who have successfully completed one of our accreditation programmes. Designed to give your team the knowledge, practical experience and long-term support to use the Profile confidently and effectively with others, our programmes explore the fundamental issues around how to release individual energy at work and create high-performing work groups and teams of all kinds.



The Margerison-McCann Team Management Wheel

## The Team Management Profile in brief

An extensively researched and proven work-based diagnostic tool that shows how personal development is the critical first step to high performance teamworking. The Profile 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.



## Real results, right away

A teambuilding exercise in its own right, in-company accreditation will also give your own organisation's development consultants the opportunity to exchange Profiles and learn how to work more effectively together. They will very quickly learn to share a common vocabulary that will be invaluable when working with teams on real business objectives.

A key benefit of an in-company programme is that it accelerates the accreditation process. Your human resource managers, consultants, learning partners and advisers work together from the start so they will be confident and ready to use the Profiles with individuals and teams right away.

# More choice and more control

Our specialised and tailored programmes are ideal for accrediting your team all at once, saving you time and money. They are normally run over two days and take place at your own venue, so you can be flexible with dates, location and number of participants. We recommend a minimum of 6 people and a maximum of 14.

## Costs

Prices from: £5700 + VAT for up to 6 people + tutor expenses ( travel and accommodation ) and courier charges.

Additional people £950 + VAT per person ( up to an overall maximum of 14 ).

Please call us to discuss smaller group options and prices.

## More flexibility

You can take advantage of the opportunity to combine accreditation in the Team Management Profile with accreditation in additional Margerison-McCann Profiles at the same time: the Linking Skills Profile, Opportunity Orientation Profile (QO<sub>2</sub><sup>®</sup>), Window on Work Values Profile or Team Performance Profile. Please contact us to discuss options.

## Accessing our Profiles

Once accredited, you and your team can access Profiles in International & US English, Danish, Dutch, French, German, Greek, Italian, Japanese, Norwegian, Russian, European & Latin American Spanish and Swedish through our dedicated 'we do it all' bureau service. Your colleagues complete Questionnaires on our secure website and we take care of all the administration, make up the Profiles and send them to you ready for use.

Or you can make significant savings – and have greater flexibility – by producing Profiles yourself with our customised multi-language software with the full guidance of our support team. Prices vary according to which route you choose and your scale of use.

## How does it work?

The Team Management Profile is a full colour 4,500 word Profile, presented in a professionally bound folder, with a Profile Guide CD containing extra background and guidance.

Individual Profile results may be grouped together in many different ways by our software program to produce team role displays. They include numerous composite views of team dynamics, giving you extensive information for discussion and development planning.

The Profile's simple, clear presentation is the result of over 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 documentation about our ongoing research is given to all participants at our accreditation programmes.



*"The tailored and personal approach to the in-house training made learning how to use the Team Management Profile highly effective and enjoyable. The tool brings a unique and highly applicable approach to a well established psychometric concept which my colleagues and I have valued greatly."*

**ASK Europe plc**

# Team Management Profile

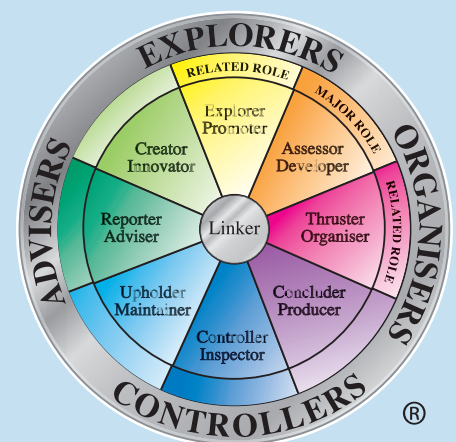
The Team Management Profile, created by Dr Charles Margerison and Dr Dick McCann, provides a powerful starting point for discussion and development in the workplace. Written in a straightforward, positive way, it offers a shared language and valuable insights into the way you approach your work and your preferred role within a team. Designed in and for the world of work, it looks at your fundamental approach to work in four key areas:

- How you prefer to:
- relate with others
  - make decisions
  - gather and use information
  - organise yourself and others

## It's about you

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

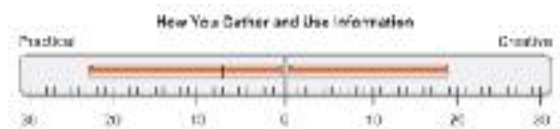
Knowing where your preferences lie and what your hidden strengths are is critical to your personal development. It helps you choose the type of work and career where you are most likely to excel. It helps you understand where you can make the best contribution to different teams. And it gives you a greater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



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

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

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 looks at the complete range of your preferences around the 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.

# at a glance

## It's about your **team**

The Team Management Profile is a practical toolkit for the whole team. It offers an easy-to-use framework as well as 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

## It's about your **organisation**

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



# Team Management Profile

Our expert programme leaders will show how you can identify and match people's personal energies with the work they do and their role within a team to increase motivation and performance.

Highly interactive, we provide plenty of group activities to reinforce learning and practise giving individual and team feedback. Learn how to organise your teams to understand their work preferences, value difference, create balance, improve critical thinking, set appropriate goals, and make better quality decisions.

Our programmes give your team a wealth of ideas, real life case studies and practical applications to use throughout your organisation.

## What's included?

Team Management Profile accreditation programmes provide access to our world-leading profiling system. They also offer a real development opportunity for your own learning & development professionals. Our comprehensive accreditation package includes:

- your own bound Team Management Profile
- an Accreditation Handbook with development guidelines
- our extensive research manual
- presentation tools for explaining the Profile to others
- training support materials, including exercises and session plans
- team role mapping software
- your personal Certificate of Accreditation



# Accreditation at a glance

## 1. Building the models

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

- use the **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

## 2. Exploring the Team Management Profile

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

- work with the sophisticated **16-fold model** to facilitate a deeper understanding of the value 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 the strength of work preferences

## 3. Putting theory into practice

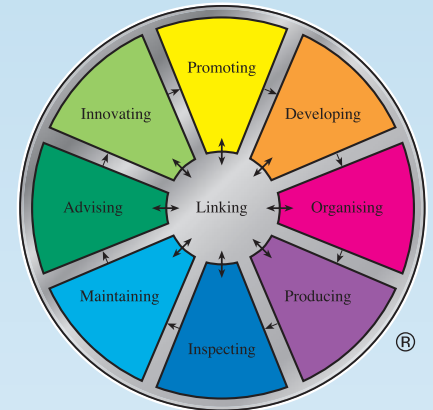
We explore in detail the critical functions of linking and the issue of 'unbalanced teams', enabling you to:

- know how to build a **balanced team**
- recognise how to **manage teams** with gaps and imbalances
- work with a tried and tested model of high-energy working
- put **linking** within the framework of work preferences
- adapt your **communication style** to different roles

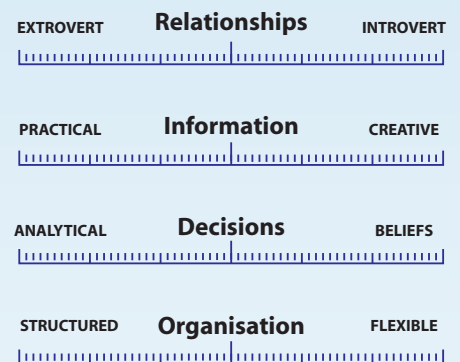
## 4. Using the Team Management Profile with others

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

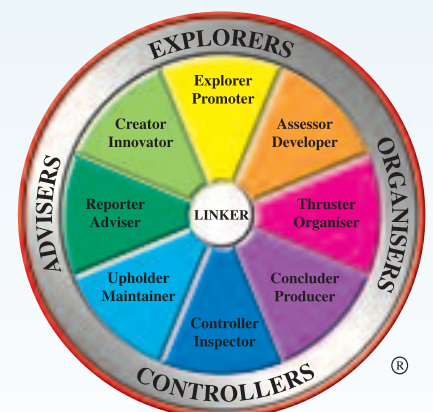
- set the scene for **Profile feedback**
- prepare for successful **facilitation**
- use a tested model for one-to-one **coaching**
- use the Team Management Profile for **career development**
- discuss wide-ranging **applications**



The Margerison-McCann  
Types of Work Model



Key Work Preference Measures



The Margerison-McCann Team  
Management Wheel

# Developing healthier teams at NHS Devon

For Mark Robertson, Lead for Management and Leadership Development at NHS Devon, in-company accreditation was ideal. *"This is a cost-effective option and we are very conscious of getting value for public money. It also helped us to build our delivery team with Devon County Council for the joint work we are doing with the Cluster Management Teams."*

Following accreditation, they have already used the Team Management Profile to transform the way NHS Devon's management teams work:

- to help the new Cluster Management Teams agree on joint goals and work together to get real results and provide a framework for shaping their future direction
- to improve collective working in the new Business Support Team and give them a foundation to understand the value of different work preferences within the team
- to explore strengths in their established Primary Care Management Team to identify any gaps

*"We've found that the Profile has given our teams a language to understand and appreciate difference. They have been very impressed and have really bought into the process. Now, we're focusing on how teams can use it across the organisation to really drive up overall performance. We believe we are already starting to see the benefits that our new approach to teamwork and performance can bring the people of Devon."*

## Joining the TMSDI Network

Following successful accreditation, you join our worldwide network of learning & development professionals operating in many languages, cultures and organisations worldwide. Network benefits include:

- invitations to our exclusive networking events and development workshops
- make contact with people who work in similar environments
- access to training resources through our network members' website
- post-accreditation support from our Learning & Development Team
- sharing best practice and keeping up-to-date through our newsletters

### Network member organisations include

BDO Stoy Hayward  
BP plc  
BT plc  
DHL  
EDF Energy  
Games Workshop Ltd  
Hallmark Cards plc

International Federation of Red Cross and Red Crescent Societies  
Lafarge  
Leadership Foundation for Higher Education  
London Business School

Nestlé Waters  
Office for National Statistics  
Prudential plc  
Right Management Consultants  
Scottish Enterprise  
Shell International

Siemens plc  
The Walt Disney Company Ltd  
UBS  
United Utilities  
University of Oxford  
Welsh Water  
Zürich Insurance

## Contact Us

**To book an in-company programme or to discuss the Margerison-McCann suite of Profiles, please contact our own Accreditation Team direct on +44 (0)1904 464515 or email [development@tmsdi.com](mailto:development@tmsdi.com). Alternatively visit [www.tmsaccreditation.com](http://www.tmsaccreditation.com)**



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