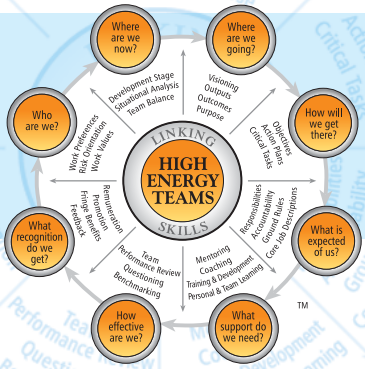
The Strategic Team Development Profile



"A unique Team Needs Analysis"
Rarely do you find a team that is performing so well it doesn't need any further development. But where do you start? This is one of the most difficult questions facing the HR consultant when planning a team intervention.

The Strategic Team Development Profile uses the High-Energy Teams Model to address eight fundamental areas that all teams need to resolve, in order to perform effectively.

- Who are we?
- Where are we now?
- Where are we going?
- How will we get there?
- What is expected of us?
- What support do we need?
- How effective are we?
- What recognition do we get?

It provides an accurate road map for the ongoing development of any team and allows the team, in consultation with their facilitator, to pinpoint the underlying issues that make the difference between good performance and poor performance.

Using 360-degree feedback, the Strategic Team Development Profile will give a clear picture of where the team's strengths and weaknesses lie. From there, a consultant, facilitator or team leader can determine what intervention is needed to transform the team from mediocre to high performing. This may include training and development, performance management, team-building or reward programs.

The Questionnaire

- 48 Items
- Takes approximately 15 mins to complete
- Available electronically or paper based
- Written in straightforward, positive language
- Developed by Dick McCann based on more than 15 years of working worldwide with teams

Each person in the team completes the questionnaire. In addition, the views of outsiders can be gathered from key stakeholders within and external to the organisation.

Respondents rate the team on how satisfied they are with the team's performance in eight fundamental areas. The advantage of using 360-degree feedback for this process is that the team receives information from those who may have a different perspective. This helps to avoid the problem of 'groupthink'.

Every team member receives a 28 page, full colour report that includes a combination of narrative and quantitative information along with graphics to represent each respondent's perspective of what should occur and what does occur.

Applications

The Strategic Team Development Profile is a Team Needs Analysis tool that will pinpoint the strategic issues that need resolving in the group. Just some of the applications include:

- SWOT Analysis
- Conflict Resolution
- Role Clarification
- Identifying skill gaps and training and development needs
- Team Performance Reviews
- Establishing Remuneration and Rewards Programs
- Aligning Work Values
- Improving team processes, quality and productivity

Benefits

- Uses simple questions that are easy for team members to understand and relate to
- Uses a common language that allows the facilitator to articulate the areas of concern to the group
- Uses a combination of hard data, which appeals to senior managers but also combines this with narrative and graphical information to meet the needs of team member's different learning styles
- Highlights critical priorities for developing action plans
- Will clearly identify the areas where the team as a whole, as well as individual team members, are not performing
- Links with all the other instruments in the TMS suite or can be used as a stand-alone tool
- Can be easily integrated into an already established development program

In addition to the detailed report, each team member also receives a comprehensive Profile Guide and Action Planning Workbook as well as the High-Energy Teams E-Book on CD-Rom, which discusses each question in the High-Energy Teams Model in depth. Furthermore, there is also the option for the Facilitator to receive an outline of each respondent's data, which may then be shared, if and where appropriate.

Your consultant's details:

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How to Access TMS
TMS can only be brought to your organisation by an Accredited TMS Network Member. Please contact the consultant for further details.

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TEAM MANAGEMENT SYSTEMS

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