

Strategies for Increasing Team Performance: The Team Management Profile

Working together effectively is a critical skill in today’s rapidly changing business environment. Organizations spend considerable time training, yet few teams spend time learning about the individuals on the team—their different styles and preferences for thinking and working together. As a result, a significant portion of interpersonal challenges, misunderstandings, silos, conflicts, and lack of alignment can be attributed to this gap in understanding. Conversely, when team members are familiar with natural differences in thinking styles and interaction preferences, and they understand how to leverage these differences, the entire team’s performance increases.

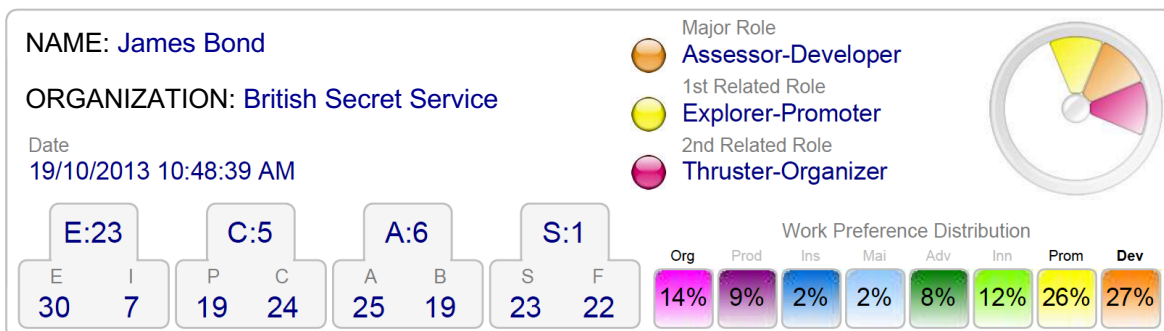
The Team Management Profile (TMP) is a well-researched, work-based preference assessment that had been used for over 30 years worldwide by over 1,000,000 people to help teams and individuals improve their performance. The 4000 + word profile is created from responses to 60 questions focused on four measures of work preference in how people:

- Build and maintain relationships
- Use and share information
- Make decisions
- Organize themselves and their environment.



Individual Applications

The on-line questionnaire takes 12-15 minutes to complete. Instantly, a detailed (30+ page) individual profile loaded with useful information is automatically generated. For example, the profile below shows that Mr. Bond is highly extroverted, prefers to use information in a creative way, is exceedingly analytical in how he makes decisions, and can be both flexible and highly structured depending on the situation. It also shows that he prefers (and likely excels at) promoting ideas and moving from ideation to action. He would be very good at helping to ground someone who is the classic “big picture thinker but not so sound on the details” type of person.



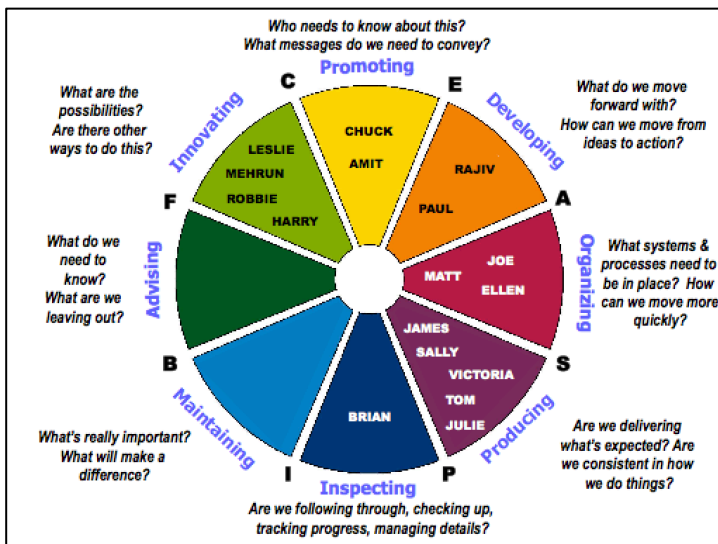
Team Applications

In addition to providing individual feedback, each team members' profile data can be consolidated into a "Team Composite" and used to address many common challenges, such as:

- **Increasing collaboration:** leveraging the diversity of individual working and thinking styles and preferences.
- **Strategic planning:** understanding different types of thinking allows quicker convergence and execution.
- **Creativity and innovation:** increased ability to explore possibilities and move from ideation to application.
- **Interpersonal dynamics:** resolving misunderstandings and conflicts arising from different ways of working.
- **Role clarity:** better allocation of roles and responsibilities based on individual strengths and limitations.



The Team Composite helps team members better understand individual strengths, blind spots and lack of ability or preference. The concept of blind spots is analogous to driving a car: once you understand where they are, you learn to check for them, both individually and as a team, significantly increasing performance.



The team composite on the left shows that the team has considerable strength in the areas of innovation and production, however the team may not have the ability to easily move from ideation to execution. This team will be very good at big picture thinking, and probably very good at managing details, but will have difficulty connecting these two important tasks because there are very few team members who can bridge these two different styles.

Both the individual profiles and the team composite are used as the foundation for a highly interactive session that enables deeper understanding of individual strengths and limitations, allows more rapid assimilation of complementary strengths, and identifies potential "blind spots" that, if addressed, will increase team performance.

About Altus Group



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Whether you are an executive hoping to increase your individual performance, a senior team pursuing aggressive goals, or an entire organization experiencing rapid growth and transformation, the more people, processes and priorities are aligned, the less energy and time it will take to accelerate and maintain high performance.

EVERY COMPANY IS MADE UP OF PEOPLE WHO WOULD LIKE NOTHING MORE THAN TO REALIZE THEIR FULL POTENTIAL.

Sometimes they need a little help – that's where we come in.

For those who want to reach their highest potential, we offer an integrated set of consulting services focused on increasing individual, team and organizational performance.

EXECUTIVE COACHING – Improving leadership performance as a trusted advisor

TEAM PERFORMANCE – Creating alignment and increasing effectiveness

ORGANIZATIONAL TRANSFORMATION -- Cultural change and strategic visioning

PRESENTATIONS & PROGRAMS – Learning through metaphors and stories

We are committed to providing the best thinking and creative solutions to meet the ever-changing needs of our clients. We seek to understand the culture and business of our client organizations to ensure that our approach meets their unique challenges. We strive to provide more than expected—at every interaction—and our exceptional service has allowed us to build long lasting relationships with clients around the world.

Our best thinking, tailored to address your unique challenges, delivered with exceptional service and value—that's the Altus Group approach.