

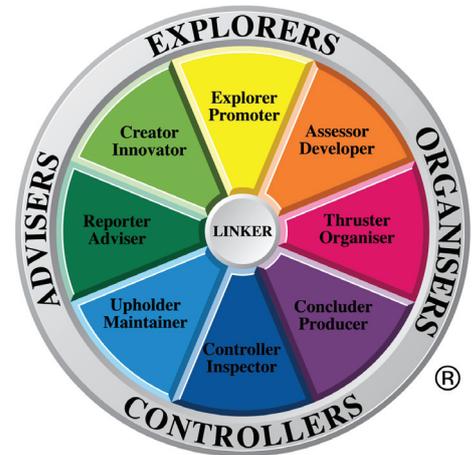
Organisational Effectiveness

High Performing Teams

This two-day workshop is for teams looking to be more effective. Using the Team Management Profile, (TMP), which is one of a series of integrated work-based instruments in the Team Management Systems (TMS™) research-proven assessments, this workshop provides a framework for teams to plan in an open, non-judgemental environment.

Understanding work preferences is a critical component in developing team performance. The Team Management Profile Questionnaire (TMPQ) is a 60-item assessment focused on enhancing understanding of an individual's approach to work. Unlike other psychometric instruments, the TMP focuses on people's behaviour at work rather than the whole of one's life because the way we behave at work is often different from the way we behave outside of work.

Putting this information and learning into action, the team then turns to the board game, Projectivity™. By following the "game's" steps, the team analyses and evaluates their past performance on a particular project in depth first through appreciation, then by seeing how they could have been more effective. The process continues into the planning and strategising stages.



Course objectives

- Improve understanding of team dynamics
- Use a common language to help the team function more effectively
- Assess team strengths and weaknesses
- Set contingency measures in place
- Appreciate the team and its potential

Course outline

DAY 1

1. Essential Functions of high performing teams:
 - TMS Work Model with examples
 - Preference scales – relate to individuals
 - Your personal TMP
2. Understanding personal preferences:
 - Series of interactive tasks using the RIDO scale
3. Communicating effectively
 - Case examples
 - Pacing practice
 - Force field analysis
 - 360 degree feedback – flowers and stars

We are now conducting short daily 'rev-up' sessions for our sales floor. Your files from our sessions are like bibles to us. We very often refer back to it for guidelines ...

Client feedback

Course outline

DAY 2

1. Effective Team Functioning
 - Understanding team's strengths and weaknesses in view of strategy
 - How can the Team Management Profile be applied to this team?
2. Projectivity™

This business simulation game takes projects the team is currently working on and assesses how effectively the team is performing. It has four stages:

 - How the team performs well
 - Areas for improvement
 - Strategy
 - Planning
3. Team challenge
 - Videotaped challenge with debrief in the light of learning.
4. Team goals and commitments
 - Building our vision



Address: VBox 881746
Singapore 919191
Office: +65 63465282
www.emergeassociates.com

Co Reg No: 53091904D