



# Team Management Index

## Team Profiling: Harnessing our Differences

*After much research in all types of industries and all around the world, looking into the differences between high and low performing teams, **Team Management Systems** have identified eight key components that form the types of work teams undertake – and the four key measures of an individual's working style or preference. A good match between a person's working style and the type of work they do results in high outputs, raised personal energy and job satisfaction. And where a team comprises a group of colleagues with complementary work preferences, high performance usually results.*

*Having earlier completed a TMI questionnaire, participants are given an understanding of this excellent profiling tool, before being presented with their own detailed personal TMI Profile. Key issues around individual work preferences and styles are then explored in detail, together with the concept of "team balance", and attitudes to conflict and problem-solving. Implications for their own team situations are explored. Group participation and several interactive exercises ensure that the workshop is both extremely practical and highly enjoyable.*

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### Topics covered include:

- **What is Work? – understanding the eight key activities**
- **Who are We, Who Do the Work? – understanding our differences**
- **RIDO – the four scales**
- **Work Preferences & Personal Styles – self-assessment**
- **TMI Profiles – all is revealed!**
- **Team Balance – identifying likely team strengths & weaknesses**
- **Personal Pie-Chart – so how specialised or adaptable am I?**
- **Clashing Styles – linking skills**
- **Team Ground Rules – the way we do things around here**
- **Where Are We Going? – agreeing the team vision**
- **Tips on Handling "Difficult" Situations... and People**

- **Leadership Skills**
- **Self-Assessment – How Do You Rate As A Team Member?**
- **The Importance of Praise**
- **Ground Rules For Conflict**
- **Shorter, More Effective Meetings**
- **Motivation and Rewards**

... and any additional topics specifically requested by the participants

### Presenter:

David Henton, International Presenter and Communication Specialist, New Zealand

### Duration:

Full day, or to suit Client

### Venue & Dates:

To be advised

