

Team Management Profiling

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To accelerate the forming of teams and to help leaders understand their impact on one another, we use a variety of psychometric tests. We have selected the Team Management Index Profile developed by Professors Charles Margerison and Dick McCann as the one most suited to teams in NZ - and are accredited in its use.

From our observational research¹, studying NZ leaders, we've identified the risk management role as important in the NZ context, it's because of this risk management challenge that we use the Team Management Profile. The profile identifies at least three major roles that, if filled in a team, cover off the risk role.

For Teams

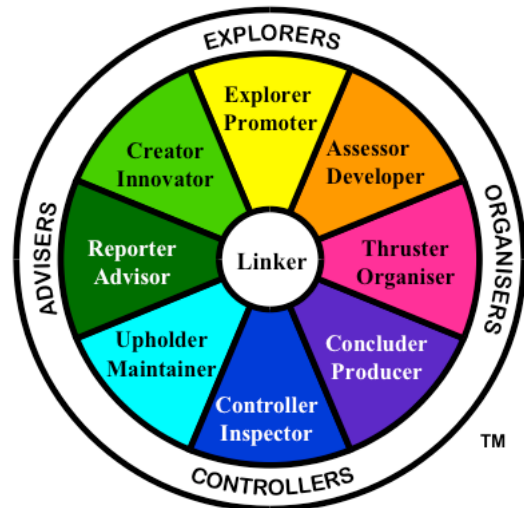
Margerison & McCann research found that successful, high performing teams needed to have all roles filled either by an individual or by a system. The Team Management Index Profile gives teams the reassurance that they have covered all the bases with each role needed to create their own high performing team. The profile helps leaders of teams identify where their team strengths and gaps are – allowing them to be filled. The profile also provides a percentage in each 'functional' category (reporter/concluder etc.) against international, NZ and sectoral norms.

Filling the Gaps

You don't have to fill every gap with a new recruit. We've developed systems and processes to fill the gaps in the Team wheel. Ask us about the best practice to fill the gaps in your team's wheel.

For Individuals

Each respondent receives an in-depth analysis of their work -role preferences, and what this means for their relationships, for gathering information and for making decisions. It also supplies assistance on how 'structured' or 'flexible' each respondent is. The Team Profile measures preferences and does not measure skill or ability. Knowing ones strengths and gaps as a leader is a vital part of growing emotional intelligence – this profile provides a step in that direction.



The Benefits

- This Profile allows an entire team to identify strengths, make-up, and areas of possible conflict.
- It helps identify the gaps especially in any risk-roles.
- Accelerates a team to the high performing stage quickly.

Visit www.tms.co.nz for full range of instruments.

For further information please contact
Jane McCann, psychometric assessor of Team Management
Services profiles

McCann Consulting Limited

Tel: +64 4 801 6200 or 029 721 7210

Email: officemanager@mccann-consulting.co.nz

www.mccann-consulting.co.nz

¹ Jane McCann's Observational Research (1998-2006)