



## Team Management Profile

work together in high performing teams

### Course summary

Take the guesswork out of teamwork with the Margerison-McCann Team Management Profile. The Profile provides a validated and well researched team profiling instrument. It looks specifically at work-based preferences and has been used by over two million people across the world including diverse teams from: GlaxoSmithKline, BT, EDF Energy, Tarmac, Oxford University, Nestle Waters, Zurich Insurance. The tool has been developed to support any team interested in creating a common language for understanding their work tasks and work preferences, in order to influence overall performance levels. The Team Management Profile offers an easy-to-use framework to help strengthen relationships and accelerate high performance. It focuses on individual attributes and brings a shared view of how best to work together. This powerful assessment tool provides every team member with information to on how to understand their team contributions, work preferences and related roles and how these can be used.

The purpose of the session is to stimulate personal thinking and encourage team cohesion; to further extend understanding and appreciation of diverse approaches and also to help identify both personal and team development opportunities. Science and simplicity combined - to support both personal achievement and team performance.

### Who is it for?



Team managers, team leaders, team members. You may be working with a well-defined, established team, or perhaps your team is loose or fragmented. You may be in charge of a transitory alliance, or a team that is culturally or functionally diverse.

### Learning outcomes

By the end of the course, you will be able to:

- Identify what each person brings to the group that is unique and different and explore techniques to harness individual strengths to engage and energise others.
- Assess whether all the tasks are being done by the best people and if there are any gaps.
- Develop methods to interact successfully with each person on the team.
- Manage the inevitable stresses and conflicts which can sometimes arise.
- Recognise how everyone on the team can make their best contribution.
- Learn new ways to maximise motivation and performance.
- Discover effective ways to communicate, resolve conflict and solve problems.
- Collaborate to develop ideas and options for immediate application back in the workplace.

### What else do I need to know?

One day interactive workshop.

Each team member completes an on line assessment that takes about 30 minutes. This produces a personal profile, a composite team profile and summary of key attributes for the whole team.

The profile is easy to use, visual and memorable. The model helps individuals and teams to confront and resolve issues.

This internationally recognised and researched system has been reviewed by the British Psychological Society.

To find out more, or discuss your requirements please contact us:



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