



**PQ UNTERNEHMENSBERATUNG GMBH**



## Vital High Performance Teams

### + Characteristics

- + Optimal use of resources in the task fulfilment
- + Common understanding of quality and performance level
- + Transparent strengths of all the team members
- + Excellent task fulfilment by concentration on the preferences
- + Corresponding objectives
- + Shared sense of responsibility
- + Open and direct communication
- + High willingness to help colleagues
- + Mutual interest in the succes of the team members
- + Strong adaptability to environmental and situational changes



## Vital High Performance Teams

### + Supported by the Team Management System (TMS)

- + TMS is an extensively researched and proven psychometric tool developed by the management experts Charles Margerison und Dick McCann
- + It provides a systemic model, a coherent concept and several for the work environment created instruments supporting effective team building, team development and team leadership
- + Two visual models, the Types of Work Model and the Team Management Wheel, demonstrate how to reach effective work as well as high motivation and job satisfaction
- + The Linking Skills are essential social, personal and methodological skills which must be used by High Performance Teams
- + Allocating tasks according to individual competences **and preferences** to reach a higher work efficiency combined with a higher job satisfaction on the one hand and excellent leadership skills by bundeling all team forces on the other hand enable high performance



## Vital High Performance Teams

### + TMS: The Types of Work

- + Successful teams make use of eight central Types of Work and the Linking Skills. The focus varies depending on the requirement profile of the team, but no area is to be neglected.
- + The Types of Work Model represents these nine work areas. If only one function is not covered that will cause an efficiency gap. The wheel doesn't turn around.



© Reproduced by kind permission of TMS Development International Ltd, 2007



## Vital High Performance Teams

### + TMS: The Team Management Wheel

- + The segments show eight team roles which are essential for a High Performance Team
- + Teams will generate high performance, if the team members make use of their role preferences about 70%
- + The central part of the wheel outlines the function „Linker“. It provides a number of skills which are fundamental to high performance working



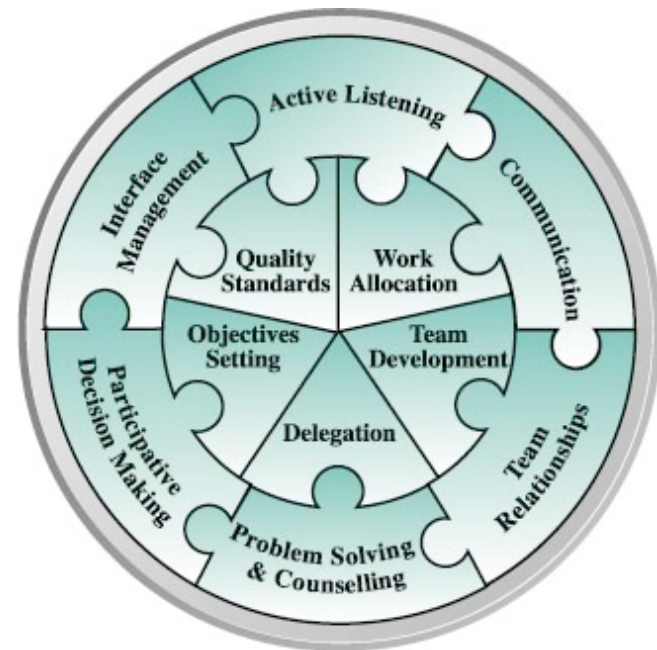
© Reproduced by kind permission of TMS Development International Ltd, 2007



## Vital High Performance Teams

### + TMS: Linking Skills Wheel

- + Linking of people: Six skills on the outer circle serve to link people
- + Linking of tasks: Five work-oriented skills on the middle circle establish a basis for an efficient performance
- + Leadership: Both Leadership skills in the inner circle result in inspiration on the one hand and well-defined orientation on the other hand



© Reproduced by kind permission of TMS Development International Ltd, 2007



## Vital High Performance Teams

- + **Our offer to you on the basis of TMS are e. g.**
  - + Vital team structure – The key to High Performance
  - + High Performance Management Teams
  - + Intercultural High Performance Teams

