



PQ UNTERNEHMENSBERATUNG GMBH



Leverage employees according to their Individual Preferences

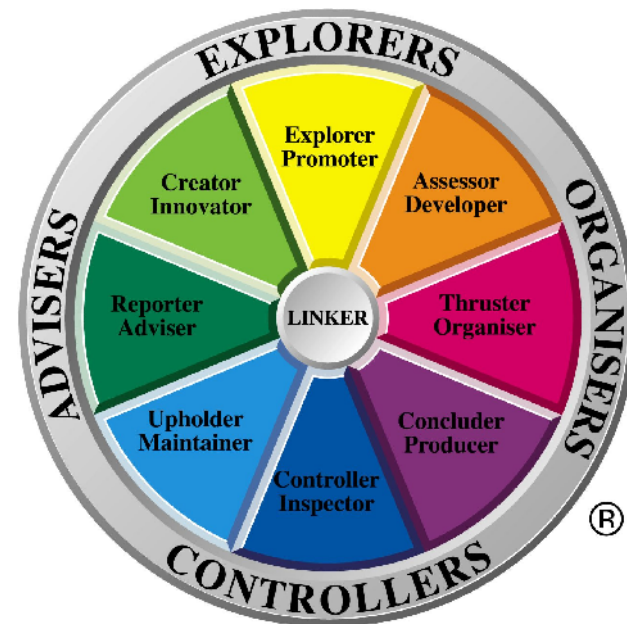
- + Employees are usually recruited and rated after their education and skills. Competence is the key criterion
- + However, if employees know and use their work preferences, they scoop from the source - high motivation occurs
- + To use Work preferences means: to pursue own aptitudes, to work in preferred areas of activity - to do what one likes to do
- + The **Team Management System** (TMS) makes use of this dynamic with the goal of higher work efficiency and job satisfaction



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+ TMS: The Team Management Wheel

- + The segments show eight team roles which are essential for members of a High Performance Team.
- + Employees will generate high performance, if they 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 for all team members.





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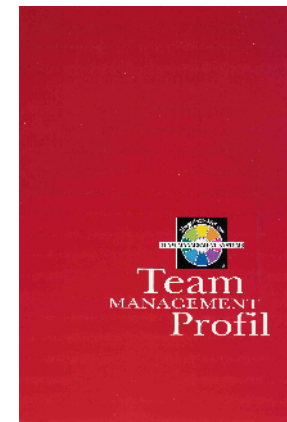
„If we convey to others the knowledge and understanding who they are, we give them the chance to make a choice. In a team in which each individual is doing much of what he likes to do, the energy, enthusiasm and motivation will increase to a multiple- and then you create a high-performance team.“

(Charles Margerison und Dick McCann)



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- + **The personal Team Management Profile provides your employees with feedback about the preferences as to**
 - + Contact to other individuals
 - + Interpersonal strengths
 - + Organisational behaviour
 - + Teambuilding
 - + Detailed information about your major and related roles on the Team Management Wheel





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+ Your benefit

- + Improving the performance of your staff through intensive use of their strengths
- + Qualified feedback on key issues which are important for their own performance and job satisfaction
- + Your employees are able to reconcile their competencies as well as their work preferences with their tasks
- + Mutual appreciation of your employees in their diversity
- + Valuable information to support personal development is made available



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+ **Our offer to your employees is e. g.**

- + Creation of the TMS-Profile
- + Implementation of the Profile Feedback
- + Developing of a personal action plan to make an optimum use of the individual preferences in the current work function

