

Team Management Systems Development International®

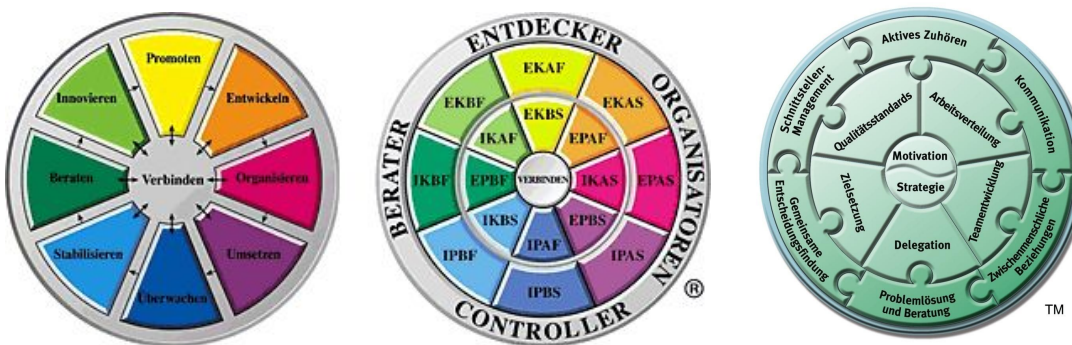
TMS offers the world's leading tools for qualified leadership and team skills. In addition to self-awareness, TMS instruments support the dialogue about self-awareness and external perception, motivations, wishes, and improved cooperation within the team.

TMS combines the psychological view with the sociological view to an integrated view: The type of work task is directly comparable with personal preferences. Central skills of the team leader relate to people and tasks.

TMS instruments focus on the motivation of the individual team member beyond skills and target competencies. When we value personal talents, trust and self-confidence can grow. Growing understanding and acceptance of diversity, as well as the development of individual talents, is to be expected.

The ability of the team leader is interesting in terms of learning and improving. The Team Leadership Profile offers excellent feedback.

The instruments presented here are based on three models:



Self-leadership:

1.) TMS preference profile

- You recognize your preferences and dislikes for certain task types
- Your disposition in four personal characteristics shows your preferences
- You understand which people you can work well with and why.
- You discover the general strengths and weaknesses of your leadership behavior
- etc.

Increase your job satisfaction by following your strengths: Integration and fit. Our clients feel a coherence of their TMS preference profile at "90-95%".

2.) Team Leadership Feedback

How good are you as a team leader? The unique 270+90 degree feedback compiles the precise feedback of your cooperation partners about strengths and weaknesses.

- Five task-related, six interpersonal skills and two basic attitudes
- Feedback from qualitative statements, anonymized; feedback from the boss separate
- No grading with numbers like "school grades", it's about learning and improving, not about comparison or awarding prizes.

Acting holistically: Connect people and tasks and align them strategically in an inspiring way.

Leading Others:

As a leader, you can develop your team with TMS tools:

- a new team up and running faster,
- Bring teams more easily through storming and other difficult phases,
- to tap the potential synergy of personal differences in the team,
- Protect project teams from subjective errors...

Do you want to use TMS instruments in a **targeted way with your team**? Two strategic concerns lead to different approaches. What matters to you?

1.) **Improve your team leader skills?**

- Choose the Team Leader 270+90 Degree Feedback: [read more](#)

2.) **To raise the common level, to work as a team;** to improve cooperation and co-existence within the team?

- Choose an externally supported team development process that supports the preference profile: [read more](#)

Team development process

The TMS preference profile breaks through the established pattern of individual self-optimization and passive-aggressive elbow mentality. TMS shows the diversity and promotes mutual acceptance of diversity.

TMS is not a distanced analysis tool: There is no right and wrong, good or bad. TMS helps the individual and the team as a whole to self-awareness.

TMS offers a bridge between personality and tasks in a team. The individual and the group profile enable the team members to (re)become capable of action with a focus on common goals.

With the experience of more than one hundred team development processes, we accompany you and your team to high performance. Your first step: Get in touch for a direct discussion about the situation, goals, and procedure. [email](#)

FAQ:

TMS can also make a concrete contribution to increasing the quality of the results:

- What is our task as a team?
- Are the tasks assigned correctly?
- Why are certain processes always sluggish?
- Which tasks are possibly critical because nobody likes them?

The result: better decisions when it comes to...

- who takes over which tasks in the team
- what preferences do we have on the team, what blind spots do we have?
- which tasks are assigned to the individual, which ones do they tend to avoid?
- ...

TMS instruments are available in 12 languages. TMS's own research institute in Brisbane, Australia, provides TMS customers with a wide range of comparative data and exemplary studies from over 150,000 test person evaluations.

With our support, you can use TMS to your advantage in team workshops and personal coaching. We ourselves provide support in German and English, and we recommend colleagues from our network for other languages.