

The Margerison-McCann

Team Performance Profile

"Coming together is a beginning, staying together is progress, and working together is success"

Henry Ford

In brief

A rich 360 degree Profile that uses a researched model of effectiveness to give you a vivid snapshot in time of perceived team performance. Individuals rank the importance of task areas and indicate how well they think the team is doing in each. You can invite others who interact with the team to add their views, building full and in-depth 360 degree feedback. Information is compiled in a customised 5,500 word Profile that is a starting point for review and development.

What is the purpose of your team?

Goals and expectations are often confused. Ranking tasks by importance clearly shows what is most important and where your team need to focus their energies.

How can your team improve performance?

Do you really know how you are doing? Are some areas neglected? Are too many people focusing on a limited area of tasks? Find out by getting objective feedback from those who work with your team.

Do you know what team success looks like?

The Profile helps you build a blueprint for meeting the needs and expectations of customers, colleagues and key stakeholders. Stay on track by using the information for review and planning.

Nine critical Team Performance Factors lie at the heart of the unique Team Management Systems approach. These were identified by Dr Charles Margerison and Dr Dick McCann following their research with a wide range of teams in the workplace. A carefully validated questionnaire invites respondents to give relevant, practical information that will give the team a foundation for review, decision making, and action planning.



The Types of Work Model

The Team Performance Factors

- ADVISING** Gathering and reporting information
- INNOVATING** Creating and experimenting with ideas
- PROMOTING** Exploring and presenting opportunities
- DEVELOPING** Assessing and testing the applicability of new approaches
- ORGANISING** Establishing and implementing ways of making things work
- PRODUCING** Concluding and delivering outputs
- INSPECTING** Controlling and auditing the working of systems
- MAINTAINING** Upholding and safeguarding standards and processes
- LINKING** Integrating and coordinating the work of others: within the team and in relation to external interfaces

How does it work?

To obtain your personal Profile you complete a 54-item questionnaire online. This is analysed by our expert computer software to produce a 30-page full colour personalised report showing the extent to which your team should and does concentrate its efforts, as identified by the respondent groups and your team members. The Profiles are always supplied by an appropriately qualified human resource professional who will guide you through the feedback process.

What do you get?

The full colour 30-page Profile is professionally presented, in a bound folder. Supplementary guidance, including an action planning guide and comparative norm data, is provided in a Profile Guide.

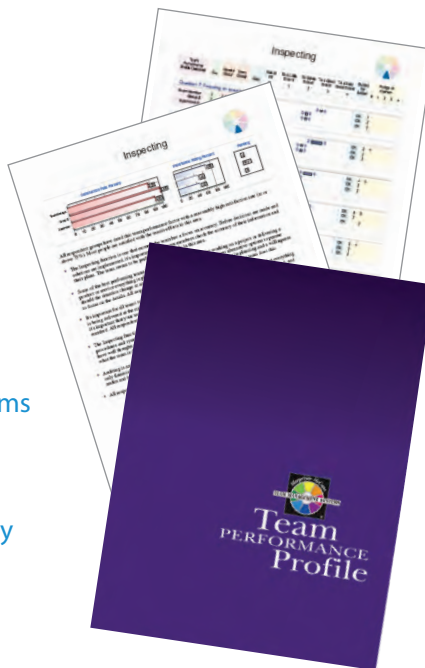
Each Profile contains:

- ❖ full colour summaries of how the team rates its own performance
- ❖ easy-to-read summaries of which tasks are seen as most important
- ❖ clear graphics showing the range of views from different respondents
- ❖ detailed development guidelines for each area
- ❖ a supplementary section with a further breakdown of responses to each question

Applications

The Team Performance Profile has been successfully used in:

- ❖ clarifying team purpose
- ❖ firing up development discussions
- ❖ developing a customer focus
- ❖ exploring the team's external links
- ❖ problem-solving
- ❖ identifying and covering gaps within teams
- ❖ project review and planning
- ❖ consolidation after a period of change
- ❖ developing a shared purpose and identity
- ❖ progress reviews



Why choose the Team Performance Profile?

- ❖ vivid mini-audit of a team's current performance
- ❖ researched model of team effectiveness
- ❖ key issues clearly highlighted and explained
- ❖ at-a-glance graphic summaries for development plus extensive, clearly presented data
- ❖ focus on purpose and performance
- ❖ valuable starting point for wider discussion and development
- ❖ a simple and practical language for sharing action plans



"All teams need to consider the extent to which they need to fulfil the complete cycle of tasks depicted on this tried and tested model of high performance"

The Team Performance Profile has been created as a result of extensive and ongoing research into high performance teamworking. Our research institute is continually updating our extensive norm database to provide international benchmarking data for different industry groups. A full and objective review of the Team Performance Profile by the British Psychological Society can be viewed on their website.