



# BlueSky

E X P E R I E N C E S

## Team Management Systems

### What is it?

A suite of profiling tools consisting of the Types of Work Index (TWI), the Team Management Index (TMI) and the Linking Skills Index (LSI).

The TWI is based on a model that describes team working in terms of eight related activities: Advising, Innovating, Promoting, Developing, Organising, Producing, Inspecting and Maintaining. A 64-item questionnaire provides personal feedback to team members on how, in TMI terms, they approach their job.

As well as understanding the requirements of their job, people also need to understand the way they prefer to work. The TMI measures these work preferences and produces a 4000-word profile which describes people's strengths and identifies personal development opportunities.

The LSI is a tool that measures how well a person implements the eleven linking skills necessary to connect the requirements of the job, the preferences of the individual and the team's overall cohesiveness.

### Background

To help in our understanding of teams, the TMS suite of tools seeks to combine elements of the psychological approach as typified by the MBTI (Myers Briggs Type Indicator) and PTI (Psychological Type Indicator) with the sociological approach of Belbin. Devised by Prof Charles Margerison and Dr Dick McCann, the TMS suite is well tested and validated against normative data gathered worldwide.

### Think Different



Success!

### What value do these profiles add?

Using TWI and TMI profiles together helps to quickly identify and graphically display the gaps between job requirements and the various role holders' actual performances. It also reveals where the crucial improvements need to be made, so enabling quick and relevant intervention.

### How does it work?

The TMS uses both individual and 360 degree reporting. TMS questionnaires ask the respondent to allocate both values and yes/no answers to a range of questions, and are best conducted in a formal setting.

It is not appropriate to send or e-mail questionnaires because of the questions that respondents are likely to ask once they see the materials. Once completed the questionnaires are bureau scored to provide a range of report options. Time therefore needs to be allocated for completion and allowed for scoring and report return.

### BlueSky Thinking



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### BlueSky Experiences

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