

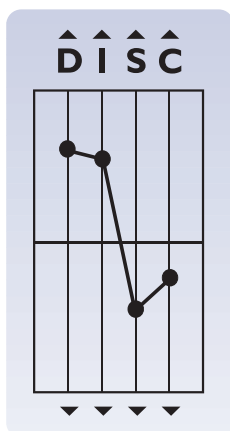
Team Audit Enhanced



In response to client feedback we have made several important enhancements to the Thomas Team System. It will enable you to get to the heart of team issues and challenges - how the team works, it's strengths and limitations and the role each individual plays within it.

Team Create

This works in the same way as Job Create. It is interactive and intuitive allowing you to create an ideal team role as a graph shape. You are presented with four sets of words describing the main focus of the team under review and the main characteristics required for that team to be successful. You need to choose the most important characteristics for the team, selecting the first factor. For example you might need the team to be driven, assertive, goal oriented and persuasive with a fair amount of pace.



You are then asked to choose the rest of the significant factors, which will be reflected in the graph shape. The result is a 'work in progress' graph. The green triangular buttons above and below the graph can be

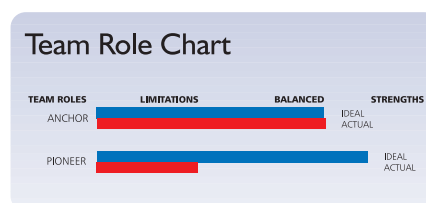
used to increase or decrease any of the factors. As you change the shape of the graph the basic combination descriptions change to reflect the different shape. Once you are happy with the shape of the team you can print a report.

Ideal Team Optional

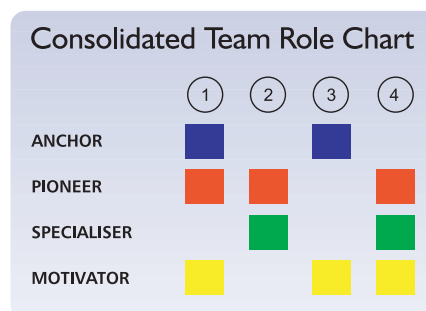
We developed this in response to feedback we received that not everyone wanted the paragraphs relating to the Ideal Team to be included in the report. So there is now a button to switch Ideal Team on or off. If the Ideal Team is switched ON, a paragraph will be generated comparing Ideal to Actual with a 'Goodness of Fit' rating.

New Team Role Chart

We have designed a new colour coded chart which gives a clear overview of the proportion of each team role within the existing team, which makes comparison a lot easier. If Ideal is switched on, the chart will show two bars for each team role: one showing Actual, the other Ideal.



We have also designed a Consolidated Team Role chart which is a colour coded grid with the team member's names and Team Roles presented in a matrix for ease of reference.



Q&A

What is Team Create?

It works in the same way as Job Create. It is interactive and intuitive, allowing you to create an Ideal Team role as a graph shape

How will it help my business?

It will enable you to get to the heart of team issues and challenges - how the team really works, its strengths and limitations and the role each individual plays within it

When would I use Team Audit?

Do you have a sales team that is not meeting its targets but you don't know why? Are there personality clashes between team members? Have you recently appointed a new manager and they need to get a quick, yet thorough understanding of the people they are working with?

What does it do?

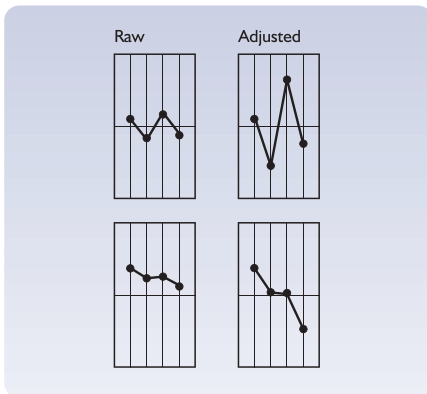
The report shows, in clear graphical format, the behavioural preferences of each individual within it, the role they play in the team and the benefits they bring. It enables people to understand what makes other people on the team 'tick'. It helps to build mutual understanding, co-operation and open communication

Each chart will also incorporate a description of the Team Roles.



The option to choose Raw or Adjusted scores

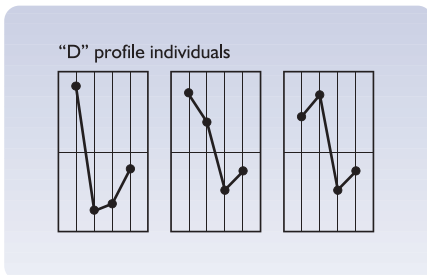
Some clients prefer to adjust the graphs and scores themselves rather than relying on the system to automatically provide the correction. In response to this we have re-designed Team Audit so that you can now choose to see Raw or Adjusted scores.



Potential Conflict Warning

This is additional text in the report that highlights power struggles within the team. For example, if the team contains a majority of D profile individuals, the report will highlight the potential challenges of how these individuals interact with each other and the effect that will have on the team as a whole.

When to use team Audit



Teams can fail because of mismatched needs, unresolved conflict, personality clashes and lack of trust.

For existing teams

Underperforming teams – is a sales team not meeting its targets?

Personality clashes – is this impeding team performance?

Are you appointing a new manager to the team – do they need to understand the people they have on their team and how best to manage them?

What leadership style would work best for a given team?

Communication problems – do the team members understand how to communicate with each other and appreciate what each of them brings to the party? People need to cover the bases they are good at and concede to others where they are better.

Focussing and committing a team to it's objectives – by looking at the Ideal Team culture a team can understand where they need to be (what behaviour is needed from that team) and work out a way to get there (is there any training that is needed?)

Is change planned? Is the company/organisation undergoing or about to undergo change. Profiling a team will tell managers how they need to communicate that change to the team, how the news will be received by them and the support the team needs to help them through it.

New Teams

Project teams – are you putting together a team for a specific purpose or a project team? Team Audit allows you to create one that will exhibit, collectively, the behaviours needed to succeed in that task.

Merger or Acquisition – if a company is acquired or taken over and new people are now available to slot into existing teams, Team Audit looks at what is the best team, in terms of behavioural fit, that those people can slot into. Are there any behaviour gaps that can be filled e.g. does one team need more D or another more C?

Benefits

Analyses very quickly the structure of a team – how it works, its strengths, limitations and the role each individual plays within it

Self awareness – team members become aware, very quickly, of their own behavioural strengths and limitations as well as those of their team members

Opens channels for communication – once team members are aware of themselves and others they are able to talk more openly

People often don't know how other members of the team see them

Predicts a team's reaction to change - so an organisation can plan with confidence

Identify Ideal Team culture - for individual teams or the organisation as a whole

Gets to the root problem very quickly - in hours rather than weeks

Work with underperforming teams to identify issues and create success