

Team Development Roadmap

Overall Objective: Invest in team members to enhance understanding of individual & team member work preferences, & drive continued influence, integration & interdependence within the team.

August LTOE Facilitated Session

Enhance understanding of individual & team member work preferences to improve interpersonal effectiveness

- Establish a foundational understanding of the TMP tool
- Introduce the Types of Work Model
- Deep Dive into the concept of 4 work preferences & illustrate team member preferences through a "Human Continuum"
- Reflect on key insights & learnings
- Preview next steps in team development

September-October Sub-Team Activities

Each activity will contain applicable guidelines/templates/instructions

1) Complete/ Debrief the Human Continuum Activity -- **Share important considerations other team members should know when working with you & what you have learned about other team members**

2) Complete **TBD Linking activity to identify ways to better connect** with others on the team you may work closely with
RESOURCE: *The Pacing Application* for tips on how to better communicate with a peer or business client of your choice

3) **Review your complete TMP Profile ----- Identify your leadership strengths and areas for self assessment** and share those with your sub-team
RESOURCE: Self-paced materials

4) As a sub-team identify preferences, strengths and development focus areas for your sub-team
RESOURCE: *The My Team Application* for information on work functions or **Team Signals Application** based on High Energy Teams Model

December LTOE Facilitated Session

Create awareness of different role preferences, introduce role preferences of the team (Team Chart) & initiate Team Action Planning

- Provide a complete overview of the TMP Report – reviewing different areas within the Team Management Profile & what they mean
- Conduct sub-team chart discussions
- Initiate Sub-Team Development Action Planning

Important to Check-In/Debrief between Sessions & Activities -- An email from an LT member to the broader team to share what is working / not working well

NOTE: This example is based on a current model being used by a TMS Facilitator