

## InterAction Coaching

Coaching does not have to be a long drawn out process susceptible to dependencies that constrain self management and limit the capacity to bring individual change into the social environment of work.

Organizational coaching can be concise with high impact results that are sustainable. To do this, the process must be self driven, have a reasonable amount of objective data, and must include a social component. It must find a balance between one to one interaction and group interaction and in doing so be based on a different foundation than traditional coaching.



## InterAction Coaching

### How the process emerges:

1. Agreement to move forward with one to one coaching
2. A phone interaction with the coach and coachee to outline the process and accountabilities for results.
3. Objective data gathering for the individual - includes the Team Management Profile, QO2 Profile and potentially the Linking Skills Profile
4. Distance or face to face debrief of the data and how it impacts the process and needed results
5. Five, - 45 - 60 minute phone interactions between coach and coachee to apply learning from the data to business situations the coachee is experiencing. These are spaced 2 weeks apart.
6. Objective data gathering for the team the coachee leads or is a member of - includes the Team Performance Profile
7. Half day face to face debrief of the Team Performance Profile with the coachee and the team where the coachee applies learning from the one to one work within this context of improving team performance
8. Two months of 'as needed/desired' contact between coach and coachee

### Time Frame:

12 - 15 weeks

Call or email for more information

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## Team Management Profile



Understanding work preferences is a critical component in developing individual, team, and organizational performance. Team Management Systems' Team Management Profile Questionnaire (TMPQ) is a 60-item assessment focused on enhancing understanding of an individual's approach to work. Based on the responses around four dimensions of work preference, the Personal Team Management Profile provides constructive, work-based information outlining an individual's work preferences, based on the Team Management Wheel, and the strengths that an individual brings to a team.

## Opportunities-Obstacles Profile (QO<sub>2</sub><sup>TM</sup>)



Is your glass half-empty or half-full? This Profile looks at people's approach to risk and determines the balance of effort put into seeing the opportunities and obstacles at work. Some people have a higher risk acceptance than others and may see only the opportunities, often ignoring the obstacles. Others may be risk averse and see only the obstacles, ignoring the possibilities of new projects or ventures. This Profile measures the five subscales of MTG Energy, Multi-Pathways, Optimism, Time Focus and Faultfinding and calculates an individual's Opportunities-Obstacles quotient QO<sub>2</sub><sup>TM</sup>.

## Linking Skills Profile



Linking Leader Jigsaw

The integrating of people and work process is critical to ensure high performance at work. Extensive interviews with teams and team leaders throughout the world continue to highlight common elements responsible for integrating teams into a coherent "whole". Team Management Systems identifies these elements as Linking Skills, a set of 13 distinct skills which need to be implemented by all members of a team, though often focused on the team leader.

Team Management Systems' Linking Skills Profile Questionnaire (LSPQ) is a 66-item multi-source assessment through which a number of different people provide feedback on an individual's linking skills capacity.

## Team Performance Profile



For high performance in teams, ongoing assessment is a requirement. The Team Performance Profile Questionnaire (TPPQ) and resulting Profile are tools developed to support this process. The TPPQ is a 54-item multi-source instrument that focuses on assessing a team's performance in the nine team performance factors associated with high performing teams.