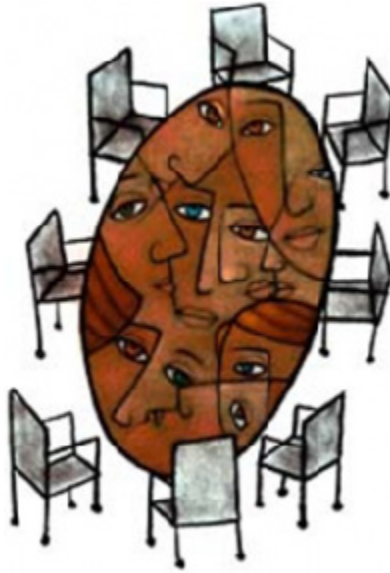


WELCOME

Using the TMP NOW!



With Special Guest Stella Strazdas



TMS AMERICAS

Stella Strazdas- Greater New York City

- Leadership Coach and Consultant
- Principal Consultant – Parvana Consulting LLP
Associated with Genesis Advisers
- TMP Accredited 2019
- LinkedIn profile:
<https://www.linkedin.com/in/stella-strazdas-2929a86/>



Scenario:

Stella had been engaged to assist in an executive transition process which was initiated about 6 months before the TMP was to be used. The original TMP work was to be a $\frac{3}{4}$ day face to face session focused on how the leadership team could work together most effectively.

Suspended by the pandemic, Stella re-designed the original session to be done virtually.

Key Differences in Virtual TMP Delivery

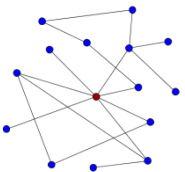
The most critical difference in the design of a virtual TMP debrief is the preparation of the team you will be working with. Consider the four design stages of effective learning initiatives:

1. Preparation
2. Presentation
3. Practice
4. Performance

The biggest difference in a virtual TMP debrief compared to a face to face debrief occurs in steps 2 and 3; Presentation and Practice.

This is true both for you as the facilitator of the debrief and for your participants.

In order to do these two steps effectively you need to prepare your group differently than you would for a face to face debrief.



Be Intentional With Preparation of the Leader

Engage the leader of the team in:

- ✓ What are the challenges the team is facing
- ✓ The design of the work
- ✓ Driving any prework that is needed
- ✓ Understanding the flow of the virtual debrief
- ✓ Preparing to initiate interaction during the debrief
- ✓ Driving and/or actively supporting follow up actions



Teams need help now – what's getting in the way

- Our work has been disrupted and once we get ourselves organized we're open to finding ways to continue the TMP work.
- Business continuity is primary right now.
- The economic impact on the business is such that we cannot afford to do a TMP debrief now.
- The debrief was scheduled to be face to face and now we're virtual and not sure how/if a virtual TMP debrief would be effective.

**The TMP is not seen as a tool to
actually help business
performance.**

**It's time to change that
perspective.**



Teams need help now – what's getting in the way

- **Our work has been disrupted and once we get ourselves organized we're open to finding ways to continue the TMP work. Position the use of the Types of Work Model to help the group get organized and effective. Use the Types of Work Model.**
- **Business continuity is primary right now. Position the TMP as an aid to business continuity and chunk your virtual sessions into smaller time frames.**
- **The economic impact on the business is such that we cannot afford to do a TMP debrief now. Focus on the use of the Types of Work Model or focus on groups that still have active TMP's**
- **The debrief was scheduled to be face to face and now we're virtual and not sure how/if a virtual TMP debrief would be effective. Virtual delivery works very well and present the options. See our Virtual TMP Debrief material!**

Bring a solution to the business using the TMP

