



# Build



## Developing Organisations

Turn your business and organisational goals into reality.



### What do we mean by Developing Organisations?

This is about building the type and style of organisation that suits the business objectives you set.

### What are the key components?

- Roles and the relationships between roles are a fundamental part of how the organisation works.
- Values and priorities help people to understand how they can best contribute to the success of the organisation.
- Culture and communication help to define how the organisation is to operate and how people are to work together.

### TPS Developing Organisations

Among the services we offer are:-

- Job analysis and design
- The development of Competency and Value Frameworks
- Culture building and development

TPS start each organisational development project with your business or organisation objectives. We then look at what's in place to meet those objectives. Key questions we help to answer are...

- Are roles defined in ways that maximise the organisation's potential?
- Does information flow effectively through the organisation?
- Do people live the organisation's values?
- Does the power and communication structure mean that the right people are being heard?

Each organisational development project is handled in a bespoke manner. We recognise that our clients already have some excellent structures and processes in place. However, we also recognise that organisations tend to evolve rather than enjoy the benefits of being "designed for purpose". Our aim is to help close that gap and ensure that benefits of the organisation's history are realised, together with some new thinking on how the organisation pursues its goals.

More details about our Developing Organisations services can be had from speaking with one of our consultants.



#### BUILD

Build the organisation that meets your business needs. The people, the culture, the structure. TPS can help you put the right people, in the right place, doing the right things.

#### GROW

Grow your people, your capability, your potential to meet the needs of your customers. TPS can help you to release the talent in your organisation and allow it to grow and prosper.

#### FOCUS

Focus on those areas of your business that make the difference. Focus on performance. Focus on strengths. TPS can help your people to focus on what makes your organisation succeed.

For more information about any of our products and services, please contact us on:

+44 (0) 1608 730 157

[DevelopMe@tpsdevelop.com](mailto:DevelopMe@tpsdevelop.com)

[www.TPSDevelop.com](http://www.TPSDevelop.com)

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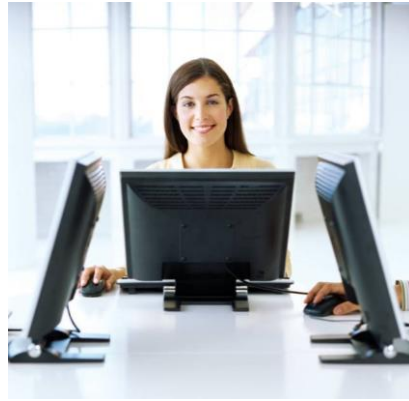
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# How TPS can develop your organisation



TPS provide support to a range of clients across all industry sectors. Our consultants provide a comprehensive range of individual and organisational assessment and development solutions. We are UK based but we work across the world wherever our clients have people requirements which need addressing.

While we have a full portfolio of high quality programmes available for immediate use, our philosophy is always to match our solutions to the needs of our clients. Our client engagement process is second to none and each client project is carefully managed by the most suitable consultant with the right qualifications and experience. Our dedicated client liaison partner ensures that satisfaction is guaranteed every step of the way.

Note: All TPS work is provided on a fee-for-service basis. Each project is subject to a separate quotation and all consultancy, material and associated fees are made clear at the start of every project. Where venues or equipment is used, TPS will normally expect clients to provide such unless explicitly agreed beforehand.

## People Requirements

- Upscaling the performance of an individual, a team or the entire organisation.
- Getting the right people into the right jobs – efficiently and cost effectively.
- Helping an organisation to define and implement change in order to better meet its strategic objectives.
- Building relationships internally and externally within and between teams and with customers.
- Assessing the “state of health” of the organisation.

### SERVICES AVAILABLE

#### Build

- Assessment
- Teams
- Organisation Design

#### Grow

- Leadership Development
- Assessment for Development
- Functional Team Development
- Training Programmes

#### Focus

- Coaching Services
- Research Services
- Talent
- Business Alignment
- Performance Management

Easter Cottage  
Southrop Road  
Hook Norton  
Banbury Oxon OX15 5PF  
44 1608 730 157  
[www.TPSDevelop.com](http://www.TPSDevelop.com)

