



Grow

360° Reviews

Develop your people using real information from those who know them best.

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

www.TPSDevelop.com



What is a 360° Review

360° reviews ask an individual's peers, customers, team members and managers to rate and comment on various aspects of the individual's work-related behaviour.

An output report is provided which shows how the different groups see the individual so that a greater understanding can be gained regarding how his/her behaviours have an impact on others.

The report is always anonymised so that an individual cannot see precisely who offered each rating or comment.

The outputs allow individuals to plan their development with a true focus on enhancing their effectiveness with the people they work with.

TPS 360° Reviews

- TPS 360° Reviews can work with your own company behaviours/competencies or you can use our high performance model.
- Individuals receive a highly informative report with specific development suggestions.
- Individual feedback is offered by specialist consultants where required.
- Our on-line system allows for easy, efficient administration of 360° questionnaires.
- 360° Reviews can be used alongside our Development Centre programmes for a comprehensive development experience.

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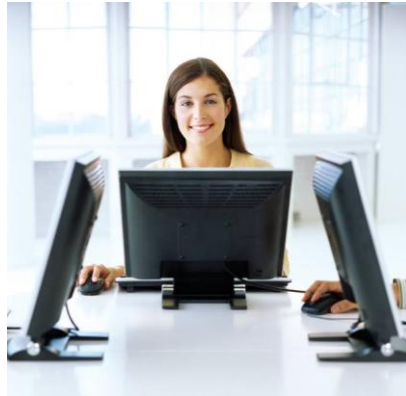
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How TPS can develop your organisation



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 Portfolio
- Teams
- Organisation Design

Grow

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

Focus

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

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