



Business Alignment

Align the skills, talents and working procedures of your senior teams with the ever changing needs of your organisation.



What is Business Alignment?

Is the strategic direction of the organisation understood and agreed by each member of the top team?

Does each member of the top team recognise the development phase in which the organisation is currently operating?

Do the skills and behaviours of the top team members match the requirements of the organisation **right now**?

Does the top team operate in the most effective and productive manner possible?

...This is what you need...

- Clarifying business priorities
- Removing the blocks to success
- Highlighting the skills needed now
- Establishing the business emphasis
- Harnessing diversity as a business tool
- Building a change model for the organisation
- Agreeing critical leadership behaviours
- Managing turbulence
- Reconciling creativity and pragmatism
- Linking finance and people strategies
- Using Values as business drivers
- Making the journey from “reactive” to “proactive”

If this is what you hear...

- ☞ “That’s not how our department sees it.”
- ☞ “I agree in principle but it won’t work in our area”
- ☞ “Shall we agree to disagree on this?”
- ☞ “It’s clear that we have different expectations and requirements”
- ☞ “My priority is to...”
- ☞ “What, exactly, are we trying to achieve?”
- ☞ “I’m not quite sure where she’s coming from?”

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:

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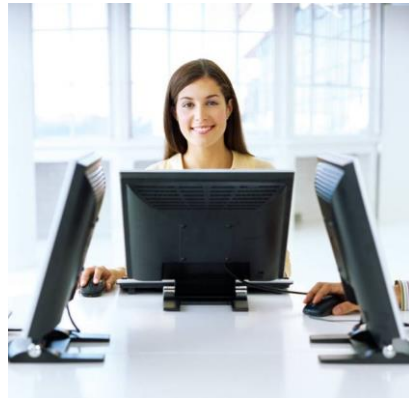
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How TPS can develop your organisation



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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