



## Functional Team Development

Create a high-performing team which achieves its purpose and delivers its intended results.



### What is Functional Team Development

Team development programmes can be “one size fits all” affairs and do not always get to the heart of what makes a specific work team unique.

TPS Functional Team Development focuses on why the team exists and builds from there. If it is a Finance Team, it is about ensuring that the finances of the business are delivered more efficiently and effectively. If it is a Manufacturing Team, it is about getting products out the door in a lean and cost-effective manner.

Whatever the purpose of a team, TPS Functional Team Development helps that team to deliver on its objectives.

### How to spot when a team may need Functional Team Development :

1. Results aren't where they should be.
2. Talent in the team is not being utilised.
3. The purpose of the team has changed.
4. New team members have joined.
5. Team leadership is not working.
6. The market has changed and the team needs to respond accordingly.

### Examples of teams that TPS has helped to develop include:

- Human Resource Business Partners in a public sector organisation.
- Finance team in an international technology company.
- Business Development team in the Health Sector.
- Conservation team in the Heritage sector.
- Public-Private sector IT delivery team.
- Manufacturing Teams in the Automotive industry.

#### 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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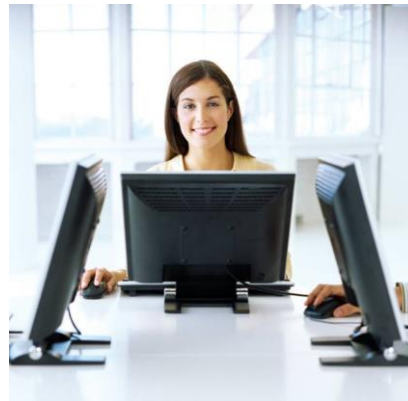
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# How TPS can develop your organisation



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

#### Sustain

- Coaching Services
- Research Services
- Talent
- Business Alignment

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