



## Research Services

By knowing your people, your culture, your processes – you can develop your organisation in a focused and cost-effective way.

### 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)



### Understanding is power

TPS's research services can help you better understand the way your organisation works.

We can help you understand management and leadership in the organisation.

We can tell you what makes your staff happy and efficient and what makes them less so.

We can show you which programmes and initiatives work and those where your money would be better spent elsewhere.

If you are considering buying or selling an enterprise, we can help you understand the asset value of the people in the business.

### Research Services offered by TPS

- Staff satisfaction surveys;
- Culture/Climate analysis;
- Training evaluations;
- Leadership/Management capability audits;
- Recruitment process reviews;
- Assessment test validation;
- Performance management audits;
- 360° organisational reports.

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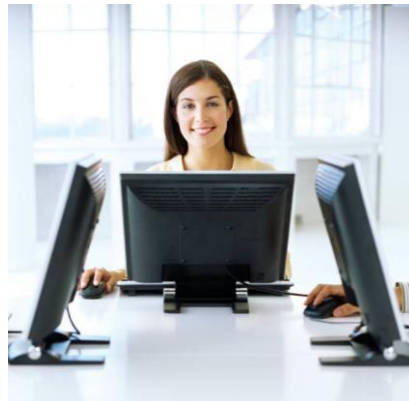
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# How TPS can develop your organisation



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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