

OPTIMISING TEAM PERFORMANCE

Building high performing teams using the Ideal Team Profile Questionnaire (ITPQ™) and the Management Team Roles Indicator (MTRi™)

How we behave at work or in a team may be different from our own personality type preferences because of cultural pressure, organisational expectations and the demands of the job. Used in conjunction with a Psychological Type Indicator, you can explore the difference using the ITPQ™ and MTRi™, two new questionnaires that aim to measure the team's ideal behavioural profile and how much each style type is used in a work context.

This 3-day program provides a thorough explanation of how to use the extremely powerful ITPQ™ and MTRi™ tools, and also offers a range of highly practical strategies that can be adopted to optimise overall performance. The course is highly interactive and applies a range of instructional methods to engage the participants. These include lectures, self assessments, group discussion, role plays and group exercises, as well as the incorporation of real issues from the participant's own work environment.

Unlike other team based psychometric or assessment tools, the ITPQ™ and MTRi™ are based on the psychologist Carl Jung's original research into personality types, and in particular people's functional thinking categories. Each of these eight functional categories may be more or less preferred by an individual. However, irrespective of people's preferences, each functional type may be utilised to varying degrees in a work situation.

This program is aimed at those who want to learn more about the ITPQ™ and MTRi™ and to use the information to optimise overall team performance. This program will therefore:

- **Provide an in-depth perspective on the theory of psychological type and functional preference as they were described by Carl Jung**
- **Offer a detailed description of both the ITPQ™ and MTRi™ assessment processes (with each individual on the program being given the opportunity to complete both questionnaires)**
- **Explore all eight of the particular team roles described by the ITPQ™ and MTRi™ (see overleaf)**
- **Evaluate different types of teams and how they can develop or evolve to become high performing**
- **Describe an ideal team profile and how to use it as a target for both individual and collective development effort (using the Ideal Team Profile Questionnaire)**
- **Develop clear leadership strategies and plans to optimise team leadership, roles, communication and feedback systems**

To book a place on our next public course:

- Phone + 61 7 5593 4350 now to reserve your place
- To pay by credit card complete the booking form and card details on the back page of this brochure and fax it to 07 5593 4377 OR
- To pay by cheque complete the booking form and post it with a cheque to the address provided



What is the ITPQ™ and MTRi™

The ITPQ™ (Ideal Team Profile Questionnaire), determines the relative mix and strength of roles that are needed to achieve future team performance success (irrespective of the personal preferences or existing roles of team members).

The MTRi™ (Management Team Roles Indicator), allows individuals to determine the roles that they are likely to be utilising most frequently in their current team or work situation.

Both the ITPQ™ and MTRi™ draw upon Carl Jung's eight functional types (both Extraverted and Introverted sides of Sensing, Intuiting, Thinking, Feeling), to describe eight corresponding team roles.

Team Roles identify the contribution being made by each individual to the success of the team, and reflect an individual's work persona. The ITPQ™ and MTRi™ are team role models and questionnaires that are 100% compatible with, and complimentary to, the majority of type indicators. The eight new team roles that it identifies are:

Innovator (INFJ and INTJ)

Innovators use their imagination to create new and different ideas and perspectives.

Scientist (ISTP and INTP)

Scientists provide explanations of how and why things happen.

Explorer (ENFP and ENTP)

Explorers promote exploration of new and better ways of doing things.

Conductor (ESTJ and ENTJ)

Conductors introduce organisation and a logical structure into the way things are done.

Sculptor (ESTP and ESNP)

Sculptors bring things to fruition by getting things done, and getting them done now!

Curator (ISTJ and ISFJ)

Curators bring clarity to the inner world of information, ideas and understanding.

Coach (ESFJ and ENFJ)

Coaches try to create harmony in the world around them, by building rapport with people.

Crusader (ISFP and INFP)

Crusaders give importance to particular thoughts, ideas, or beliefs.

OPTIMISING TEAM

HOW CAN THE ITPQ™ AND MTRi™ BE UTILISED?

In combination, the ITPQ™ and MTRi™ offer a powerful diagnostic process to help individuals and teams to understand current preferences, roles and team dynamics, and to effectively use the information to optimise team performance in a highly focused manner.

The applications of the ITPQ™ and MTRi™ are limitless. For example, individual teams can compare their MTRi™ and Psychological Type results to examine the difference between their personality preferences and work persona.

Sources of stress can be examined, such as having inadequate opportunity to use one's dominant function, or being under an excessive demand to use the inferior function (as Jung describes it).

Teams can use the MTRi™ to identify sources of conflict, such as differing expectations about the roles being undertaken, or frustrations caused by the absence of important team roles.

The ITPQ™ and MTRi™ output reports provide extensive information that will help you to:

- clarify the team roles being fulfilled by each person
- recognise and understand the implications of the roles you are undertaking for your benefit and that of the team
- recognise and therefore avoid potentially destructive team dynamics and make your contributions to the

team more productive

- plan how to build on potential team strengths and mitigate against potential team weaknesses
- reduce your stress levels, or focus your personal development, through managing where and how you are "stretched" (the 'stretch' is the difference between your personality preferences and the team role you undertake)
- implement a process that enables your team to make high-quality decisions consistently
- improve both individual and overall team performance



TEAM PERFORMANCE

THE OPTIMISING TEAM PERFORMANCE PROGRAM

All participants in this program will have the opportunity to discover their current team role by using the MTRi™ questionnaire. This can be used to compare results with personal Psychological Type results or preferences (as determined by a questionnaire such as the PTI). In addition the Ideal Team Profile Questionnaire (ITPQ™) can be completed collectively. Armed with the information from the resultant output report, individuals can develop specific action strategies to seek to optimise overall group performance in the short, medium and long term.

DAY 1

- Why are teams important?
- The different types of teams
- Stages of team development
- What teams need to do and how teams behave
- How individual behave on teams and why
- Team strategy and goals
- Ideal team profile to achieve chosen strategies and goals
- ITPQ™ completed and discussed

DAY 2

- What characterises high performing teams?
- A model for high team performance
- Detailed review of each of the five high team performance factors
- MTRi™ questionnaire with individual outcomes discussed
- The eight MTRi™ roles and their links to individual type, temperament and functional preferences
- MTRi™ results reviewed collectively
- Implications for individuals given personal preferences (more on temperament, type and functions)
- ITPQ™ and MTRi™ results compared

DAY 3

- Optimising team strategy
- Optimising team roles and responsibilities
- Optimising team communication
- Optimising team response
- Optimising team leadership
- Applying our new understanding in team to team situations both within and outside of the organisation
- Developing a future plan of action for team development
- Summary and conclusions

Who is the workshop for?

This program is designed for individuals who want to use extremely well researched and validated assessment processes in their workplace to build long term team effectiveness. This may include many individuals working in small or large organisations of all kinds, involved in functions such as human resource management, training and development, coaching or line supervision and management. Consultants, facilitators, and team mentors would also find the course extremely useful.

WORKSHOP AIMS

At the completion of the 3-day workshop, participants will be able to:

- Administer the ITPQ™ and MTRi™ in an ethical and professional manner (and understand why this is important)
- Explain the eight functional types in Carl Jung's model
- Appreciate and understand the eight team roles described in the ITPQ™ and MTRi™ model (based on Jung's functional types)
- Learn to use the models to identify potential strengths, weaknesses and stresses of the team
- Recognise how to reduce and resolve team role conflicts through increased individual and collective self awareness
- Improve team interactions and team performance
- Improve the quality of the team's products



YES I want to register for the **Optimising Team Performance** program. Enrol me today.

- ① Phone (+617) 5593 4350 NOW to reserve your place.
- ② Complete the Booking Form and attach your cheque (made payable to the Pacific Centre for Organisational Development).
- ③ Mail the Booking Form and cheque to: **Pacific Centre for Organisational Development, PO Box 652, Mudgeeraba, Gold Coast, Queensland 4213.**

REGISTRATION DETAILS

Fee: \$1500 + \$150 GST = \$1650 which includes comprehensive documentation, free on-line feedback profiles, lunch and refreshments. A tax invoice will be issued and fees are payable in advance.

\$150 discount: When two or more delegates from your organisation register at the same time, the fees are \$1650 (incl. GST) for the first delegate and \$1500 (incl. GST) for each additional delegate.

Save further with our in-house training: We would be pleased to run a three-day Optimising Team Performance program for your staff anywhere in Australia or New Zealand. Simply phone one of our staff to discuss your specific needs on (+617) 5593 4350.

CANCELLATIONS

If you are unable to attend, a substitute delegate is very welcome. We will make a full refund (less \$100 + GST administration fee per delegate) for cancellations received in writing (letter or fax) at least 14 days prior to the course start date. Alternatively you may choose a 100% credit note for the full value of the paid registration fee to apply towards a future course. For cancellations or postponements received in writing at least seven days prior to the course we will give you a 50% credit note for

a future course. Unfortunately, no refund can be made for cancellations or postponements received less than seven days prior to the program start date or for delegates who fail to attend the course. The Pacific Centre for Organisational Development reserves the right to change the program, venue and tutors without notice. In the event that a course is cancelled, the Pacific Centre for Organisational Development's liability is limited to the return of the course fees only. Credit notes are valid for 12 months.

FUTURE DATES

Information about our training and certification workshop programs is available on our website www.OD-centre.org. Click on the Training/Certification link or download our latest brochures.

VENUE

The Pacific Centre for Organisational Development is based near Burleigh Heads on the Gold Coast. Situated a few hundred metres from the Pacific Highway and only 15 minutes by car from Coolangatta Airport (or an hour from Brisbane Airport), the centre is ideally placed for visitors and accreditation course attendees to not only gain valuable training, but also to experience the many attractions of the beautiful Gold Coast.

BOOKING FORM: Optimising Team Performance (Please print clearly. Photocopy to register more than one delegate.)

First name: _____

State: _____ Postcode: _____

Surname: Mr/Ms _____

Approving Manager (print): _____

Job title: _____

Their position: _____

Organisation: _____

Method of payment: Cheque Credit Card

Phone: _____ Fax: _____

Visa Mastercard Amex Bankcard

Email: _____

Card No.

Postal address: _____

Expiry Date: _____

Name on card: _____

To confirm your registration, mail this Booking Form with your cheque, or for credit card payment fax it to (+617) 5593 4377.