



Margerison McCann Team Management Profile

Understanding Team Dynamics in the Workplace

In today's dynamic corporate landscape, effective teamwork is paramount to achieving organizational goals. The **Margerison-McCann Team Management Profile (TMP)** is a valuable tool that provides insights into individual work preferences and how they contribute to team performance. This article will delve into the specifics of the TMP, exploring its context, implementation, benefits, and real-world applications.

What is the Margerison-McCann Team Management Profile?

The Margerison-McCann Team Management Profile (TMP) is a psychometric assessment designed to identify an individual's preferred roles within a team. It is based on the Team Management Wheel, which outlines eight key team roles, and measures preferences across four key relationships: **Reporting, Relating, Understanding, and Doing.**

Unlike personality tests that focus on inherent traits, the TMP focuses on *work preferences*, recognizing that individuals may adapt their behavior based on the context and requirements of a specific project or team. This makes it a practical tool for team building, leadership development, and improving overall team effectiveness.

The assessment generates a comprehensive report that details an individual's primary and related team roles, preferred work styles, and potential strengths and weaknesses within a team setting. This information can be used to optimize team composition, facilitate better communication, and enhance collaboration.

The Team Management Wheel

The TMP is visually represented by the Team Management Wheel, which identifies eight distinct team roles:

- **Reporter-Adviser:** Collects information and provides advice.
- **Creator-Innovator:** Generates new ideas and approaches.
- **Explorer-Promoter:** Champions ideas and seeks out resources.
- **Assessor-Developer:** Analyzes options and develops solutions.
- **Thruster-Organizer:** Sets direction and implements plans.

- **Concluder-Producer:** Focuses on task completion and results.
- **Controller-Inspector:** Enforces rules and ensures quality.
- **Upholder-Maintainer:** Provides support and maintains standards.

It's important to note that individuals aren't limited to a single role. The TMP identifies both a primary role and related roles, reflecting the complexity of individual contributions within a team.

Implementation in Organizations

The implementation of the TMP typically involves the following steps:

1. **Assessment:** Individuals complete the TMP questionnaire, usually online.
2. **Report Generation:** A personalized report is generated, outlining the individual's team role preferences.
3. **Team Workshops:** Facilitated workshops are conducted to discuss the TMP results, explore team dynamics, and develop strategies for improved collaboration.
4. **Individual Coaching:** One-on-one coaching sessions can be used to help individuals understand their TMP results and develop strategies for leveraging their strengths within a team.
5. **Team Building:** Teams use the collective TMP profiles to understand the team's strengths and weaknesses to create a more balanced and effective team.

The TMP can be integrated into various organizational initiatives, including leadership development programs, team-building activities, and performance management processes.

Benefits of Using the Margerison-McCann Model

The TMP offers several benefits for organizations:

- **Improved Team Performance:** By understanding individual work preferences, teams can allocate tasks more effectively and leverage the strengths of each member.
- **Enhanced Communication:** The TMP provides a common language for discussing team dynamics and resolving conflicts.
- **Increased Self-Awareness:** Individuals gain a deeper understanding of their own work preferences and how they contribute to the team.
- **Better Team Composition:** The TMP can be used to identify gaps in team skills and ensure a balanced mix of team roles.
- **More Effective Leadership:** Leaders can use the TMP to understand the individual needs of their team members and tailor their leadership style accordingly.
- **Reduced Conflict:** By creating awareness of each other's preferences, teams can work together more harmoniously.

Example Scenario 1: Project Team Optimization

A software development company used the TMP to optimize project teams. After administering the profile, they discovered that some teams were heavily skewed towards 'Creator-Innovators' but lacked 'Concluder-Producers' to drive projects to completion. By strategically reassigning team members based on their TMP roles, the company significantly improved project delivery rates and client satisfaction.

Example Scenario 2: Leadership Development

A large financial institution integrated the TMP into its leadership development program. Emerging leaders completed the profile and participated in workshops to understand their leadership styles and how they could leverage their strengths to motivate and manage diverse teams. The program resulted in improved employee engagement and reduced staff turnover among teams led by program participants.

Conclusion

The Margerison-McCann Team Management Profile is a valuable tool for organizations seeking to enhance team performance, improve communication, and foster a more collaborative work environment. By understanding individual work preferences and strategically leveraging team roles, organizations can unlock the full potential of their workforce and achieve greater success.