

# TCM GROUP

Train • Consult • Mediate



## INTRODUCING TCM'S PEOPLE, CULTURE, RESOLUTION AND LEADERSHIP REVIEWS

[thetcmgroup.com](http://thetcmgroup.com)

# DISCOVER. DIAGNOSE. DESIGN.

When an organisation is looking to undertake a programme of leadership development, HR process redesign and/or cultural transformation, an evidence based approach delivers a significant improvement in the overall impact and sustainability of the programme.



## WE START WHERE YOU ARE

We take the time to understand your current leadership, management, people and cultural challenges. Only then do we provide an in-depth plan for change and engagement.

Our diagnostic services support leaders, talent management professionals, HR professionals, lawyers and organisational development professionals to prioritise key areas which benefit from investment, time, money, and energy. This enables organisations to track the impact (ROI) of their leadership and management investments and cultural change programmes over a defined period.

### As part of our suite of diagnostic support, we provide:



#### **THE PULSE CHECK:**

An agile review to identify priorities and recommended solutions.



#### **THE VITAL SIGNS:**

A detailed health check for gauging progress in key areas. The Vital Signs review will flag up priority areas for action, aligned with your organisations purpose, vision, values and strategic objectives.



#### **THE 3D REVIEW:**

A more in-depth examination of culture, leadership and people measures within an organisation, delivering a road map for practical change and improvement.



## THE PULSE CHECK

Understanding the overall health and wellbeing of our organisations is an important first step in any change. It can be a helpful way to take stock on progress as change is implemented. **The Pulse Check** provides a snapshot of the current leadership effectiveness, the climate created by managers and the overall impact of your culture.

### The Pulse Check comprises:

A semi structured interview with an HR, L&D, or OD professional or senior leader (or a mix of these roles). The interview is led by a Principal Resolution Consultant from TCM, Through the interview, information is gathered using the TCM '5 enablers of leadership' framework (vision, resilience, clarity, agility, and compassion).

Feedback is reviewed and presented as a short report with performance in each of the 5 areas highlighted in terms of positive indicators and areas for improvement.

Recommendations and action plans for development are proposed with an opportunity for further consultation to review these or any other aspects of the review.

This review offered by TCM for HR, L&D, and OD professionals and leaders involved in leading culture change or leadership effectiveness. It's a great starting point for any organisation as they develop new strategies for culture and leadership development.



## THE VITAL SIGNS

Our Vital Signs review provides an overview of culture, engagement, and performance in organisations. Leaders, people professionals and others receive clear, evidence-based recommendations for priorities and quick wins, backed up by research, analysis, and diagnosis.

More rigorous than **The Pulse Check** but less involved than the in-depth '3D Review', the TCM 'Vital Signs' review is a diagnostic tool that provides a good basis for decision making. The approach uses our 5 enablers of leadership effectiveness which include vision, resilience, clarity, agility and compassion, as a basis for review, using indicators for performance in each of these areas.

### The Vital Signs review comprises:

- ✓ A desktop review of existing data within the organisation
- ✓ Semi-structured interviews with a defined stakeholder group representing different areas of your organisation
- ✓ A survey on key issues for analysis
- ✓ Analysis including correlation of different data to identify trends and distinctive differences in different groups within the organisation
- ✓ A written report and presentation to the leadership team/survey sponsors

The Vital Signs report will inform leaders of their overall performance, in terms of culture, engagement and climate. We'll report on your leadership and culture objectives with recommendations for actions such as culture change, defining purpose and values, leadership and management development, coaching, team building, values and behaviour frameworks, or conflict management.



## THE 3D REVIEW

### Discover. Diagnose. Design.

The 3D review enables leaders, people professionals and others to understand the priorities and opportunities for action. With a clear view of data and indicators for engagement, performance, leadership effectiveness and team climate, leaders can take robust, evidence-based decisions. We are experts in analysing organisations, based on data and human factors such as behaviour and perspectives. Discovering trends, identifying patterns and diagnosing root causes is an important aspect of how we create a holistic picture to inform leadership and culture development.

The 3D review process is an in-depth analysis which can span team climate, organisational culture, behaviours, HR policies, and working relationships. The 3D review examines your leadership competencies and behaviours, your management practices, your HR systems and their combined impact on your culture measured in terms of wellbeing, engagement, inclusion and overall performance.

### The 3D review can be used to develop

- ✔ A scope, objectives and potential benefits of integrating a transformational culture, and/or
- ✔ A scope, objectives and potential benefits establishing a Resolution Framework™, and/or
- ✔ A scope, objectives and potential benefits of designing and deploying a leadership and management development programme.



## TCM's unique 3D review shines a light on:

- ✓ The reasons and factors that impact on capability to be effective at an individual, team and area level
- ✓ The drivers for engagement and disengagement in the organisation overall
- ✓ Potential quick wins and longer-term strategies to develop a positive, people-centred, and high performing culture
- ✓ How conflict resolution works in the organisation as a whole and at a functional area and team level
- ✓ How transformational leadership practices and values lead management systems can be developed and deployed at levels through your organisation



We work in partnership with your HR, OD, learning and leadership teams to ensure that data can be interpreted accurately, and recommendations are aligned with your purpose, visions, values, and corporate strategy. The result is a clear and comprehensive picture and a future-focused set of recommendations for optimisation of culture, leadership, and sustained performance.

## The final report from our 3D review also includes



The scope for a possible leadership development and/or cultural transformation programme.



Clear objectives which allow you to secure stakeholder support and plan ahead.



A suggested one to three year project timeline with key milestones and deliverables.

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Please contact us for more information:

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