

TCM GROUP

Train • Consult • Mediate



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

thetcmgroup.com

DISCOVER. DIAGNOSE. DREAM. DESIGN. DEPLOY.

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.

THE BENEFITS

- ✔ Take an evidence-based approach to organisational change.
- ✔ Start honest conversations amongst key stakeholders.
- ✔ Understand the impacts of current policies, processes and staff behaviours.
- ✔ Develop a thoughtful, informed plan for next steps.
- ✔ Outline key values and behaviours to be embedded into your company culture.
- ✔ Compare the current climate with your desired future state.
- ✔ Build a comprehensive case for change to present to your senior leaders.



THE 5D REVIEW

The 5D 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 5D review process is an in-depth analysis which can span team climate, organisational culture, behaviours, HR policies, and working relationships. The 5D 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 5D 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.

THE KEY STAGES OF THE 5D REVIEW

The Discover/ Diagnose Phase

During this stage of the 5D review, we collect data from a variety of sources. A desktop review of existing organisational data will provide an initial insight of the present picture. We will also gain the input from key stakeholders through conversations, interviews and focus groups.



We assess current performance in line with the 8 enablers of a Transformational Culture:

- ✓ Values-first
- ✓ Evidence-based
- ✓ The People & Culture Function
- ✓ Leadership & Management
- ✓ Resolution Framework
- ✓ Wellbeing, Engagement & Inclusion
- ✓ Brand, reputation & risk

Key performance markers are assessed under each of these categories, to provide a benchmark on current performance. For example: Are organisational values defined, and do employees behaviours align to these?

During this phase we also assess how ready the organisation is to undergo change.

The Dream Phase

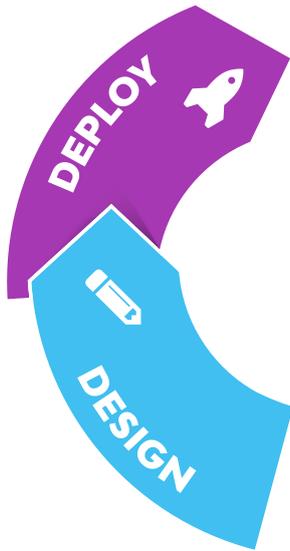


The dream phase is all about discovering where your organisation really strives to be. Is the current state helping you to achieve your strategic objectives? Is it helping to care for your employees?

Through a series of in-depth discussions and planning sessions with key stakeholders, we will define some key metrics and achievable goals to paint a picture of the desired outcomes from your project.

The Design / Deploy Phase

Using the findings from the Discover/ Diagnose phase, and identified goals within the Dream phase; we will build an informed scope and pathway towards achieving the desired change. A comparison between the current state and the desired outcomes will allow for a clear strategy for deployment to be built.



The strategy will include a project timeline with clearly presented milestones and deliverables, focused on building defined capabilities and skills across key staff groups. All activities will be centred around achieving the '7 C's of Transformation', which include:

- ✓ Courage
- ✓ Connection
- ✓ Collaboration
- ✓ Common Purpose
- ✓ Communication
- ✓ Compassion
- ✓ Curiosity



TCM's unique 5D 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.

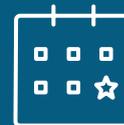
The final report from our 5D review also includes



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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