

## MANAGEMENT STAFF PROFILE

***“Know yourself, know your staff and become the high performing highly productive individual you can be”.***

### LEVERAGING TALENT IN THE WORKPLACE

Talent is a combination of many factors, one of which is behaviour. The TTI Success Insights Management-Staff Version is a report that not only defines unique behaviour, but guides the respondent and his/her manager in leveraging it for success.

### COMPUTERS HAVE MANUALS WHY NOT PEOPLE?

The key to successful people management and personal growth is knowledge of what is unique about each person's talents. With the knowledge provided by the Management-Staff report, people can be effectively coached in maximising their strengths to achieve the organisation's goals. Apply the results of the Management-Staff report to create improved morale, increased productivity, personal development plans, and win-win situations for both staff and managers throughout the organisation.

### VALUABLE APPLICATIONS FOR TALENT MANAGEMENT

The **Management-Staff** report can become an extremely valuable contribution to talent management throughout an organisation. Its insights and versatility make it ideal for multiple applications, such as:

**New Employee Orientation.** Pave the way to success for new employees, their managers and the entire organisation by communicating and leveraging their strengths from the beginning.

**Employee Development and Performance Plans.** Identify important personal development priorities with existing employees to maximise their ongoing contributions and identifying their potential for advancement.

**Retention Strategies for Key Employees.** Set an effective strategy for retention of key employees through making an effort to recognise their unique strengths and build individual career plans with them. Often, this is the key to gaining commitment to your organisation.

**Coaching and Mentoring Top Talent.** Produce a practical working plan for leading both employees and managers to more effective working relationships and improved results.

**Conflict Resolution.** Create an objective framework for addressing behavioural conflict in the organisation to the benefit of everyone.

**Improved Communications and Change Management.** Facilitate company mergers and reorganisations through improved communications resulting from the knowledge of human behaviour and its contribution to successful change.

### EASILY ACCESSIBLE ON THE INTERNET

The Management-Staff (21 page) Report is easily created through the completion of a 24-question, online instrument named TTI's Style Insights. This highly validated instrument is available on the Internet for authorised respondents to access. The completed Style Insights produces a comprehensive, personalised report with information unique to the respondent's behaviour in the following areas:

- General Characteristics
- Value to the Organisation
- Checklist for Communicating
- Don'ts on Communicating
- Communications Tips (for use with others)
- Ideal Environment (behavioural fit)
- Perceptions (self and others)
- Descriptors
- Natural and Adapted Style (comparison)
- Adapted Style (details)
- Keys to Motivating
- Keys to Managing
- Areas for Improvement
- Action Plan
- Behavioural Hierarchy
- Style Insights Graphs
- Success Insights Wheel

### WHAT IS YOUR COMPANY'S TALENT MANAGEMENT STRATEGY FOR SUCCESS?

Make the Management-Staff report part of your organisation's strategy for laying the groundwork to meet today's growing business challenges!