

TCM GROUP



Best HR/L&D Consultancy.
Finalist at the CIPD People
Management Awards 2018



ENGAGE LEADERSHIP

High performance, values-based leadership development for senior leaders, middle managers and frontline supervisors.

thetcmgroup.com



Leaders create the culture for success, they engage their own leadership capabilities to instil high performance, people-centred climates that enable people to be highly focused, creative and the best version of themselves.

TCM has been working with leaders for nearly 20 years and are recognised and trusted to support organisations in developing high performing, people-centred cultures.

BE THAT LEADER

Now more than ever, leaders who step up to the challenge of engaging their teams will achieve the collaborative performance focus essential for success. Engaging leadership involves providing clarity on purpose, priorities, standards and values to create the climate to energise and inspire people. Leaders who role model the values, set a positive tone for a high achievement and a people-centered culture.

TCM customers benefit from expertise drawn from a wide range of sectors. They experience transformation in leadership behaviour and competency, team performance, conflict management and culture change.

“Engage Leadership provides the frameworks and methodologies for leaders to create a clear sense of purpose for performance and engagement”.

Engage Leadership provides consultancy and services in 6 core areas:

1 Diagnostics

2 Values, behaviours and competencies

3 Wellbeing, engagement, inclusion

4 Training and development

5 Team development

6 Consultancy for leadership development

1 Diagnostics

TCM takes an evidence-based approach to help organisations to identify the priority areas for change and a road map for engagement. This enables organisations to track the impact over time. We provide:

- ✔ **3D reviews** - an in-depth examination of culture and people measures within an organisation, a road map for practical change and improvement.
- ✔ **Vital signs** - pulse checks for gauging progress in key areas. These enable an organisation to respond with agility to shifts in engagement, to flag up priority for action areas to develop a culture aligned with the values and organisation purpose.



2 Values, behaviours and competencies

Values define what an organisation stands for and exists to do. They create clarity on behaviours that are valued and those which aren't. When they are shared among and owned by all employees they create a powerful sense of connection, essential for high performance. When this engagement breaks down collaboration focus and energy towards goals suffer.

TCM help organisations create values-based high performance in three ways:

- ✔ **Defining and creating connection to values**
- ✔ **Behavioural frameworks**
- ✔ **Competency frameworks**



3 Wellbeing, engagement, inclusion

Prioritising wellbeing by creating strategies for inclusion and diversity and employee experience, mental health and resilience, is key to sustaining engagement for high performance. TCM's expertise is in helping organisations define their strategies and policies for employee wellbeing, engagement and inclusion and manage the change processes to embed those. We put strategy into action and measure its impact and provide training to raise awareness and enable managers to develop competency to engage their own leadership capability in these key areas.

4 Training and development

TCM provides world class leadership development drawing on expertise from a wide range of sectors and functions in our consultant team, available to deliver in the UK and internationally.

Based on nearly 20 years of experience the TCM approach is different; we understand that organisations are high performing when their people are healthy, harmonious, and happy. The TCM system™ is a framework to help guide the work we do to support organisations, maintaining a balance between task and culture, process, and people.

TCM is an ILM approved centre for delivery of Leadership Development Training. We provide flexible learning in blended programmes with online, coaching, follow up CPD and advisory services to all our learners enrolled in leadership and management development. In-house programmes tailored to organisation's specific needs

Very engaged trainers who are incredibly passionate about their roles, and sharing their knowledge and experience.

MICHAEL DENNISON,
DUTY VILLAGE MANAGER AT CENTER PARCS



provide a customised approach to prioritising the most relevant aspects of leadership development.

TCM provide lifelong engagement for all learners as they join the TCM community, immediately following all training with access to a wide range of resources, updates from TCM and special offers. We pride ourselves on providing world class training and value added follow-up for every project.

Managers and leaders at the frontline in change and crisis – people, performance and engagement (PPE)

There are 5 enablers of leadership in change and crisis in the TCM Engage Leadership framework for development of leaders' capability to remain people, performance and engagement focused. Developing these 5 enablers through tailored management and leadership training, action learning,

360 degree reviews, coaching, and mentoring programmes enables leaders and managers to develop confidence and competence they need to engage their teams from operational supervisory level to senior leadership.



VISION

Leaders create a clear and compelling vision and proactive to shape and reset the organisation for the future.



RESILIENCE

Leaders remain compassionate and rational in decision making and build team resilience so they can remain engaged, innovative and creative.



CLARITY

Leaders read the current reality accurately, translate this and its meaning to their teams and maintain a clear sense of purpose.



AGILITY

Leaders take decisions in a timely way reducing bureaucracy but maintaining key stakeholder involvement, to stay proactive and leading the agenda.



COMPASSION

Leaders use values to challenge and guide decision making, are people focused and balance achievement of tasks with human impact.



5 Team development

Team synergy happens when a team is highly energised towards a common goal. Team members can work collectively or in parallel but either way their outcomes feed into a mutually important goal. In this scenario ideas and experiences are shared, expertise aligned well with objectives and success recognised and celebrated. We know teams can struggle to achieve and sustain this synergy, particularly when they are working remotely.

TCM support leaders to develop and nurture the sense of synergy providing team facilitation, high performance team development and conflict resolution.

The exponential performance that can be generated through mutual collaboration and a sense of meaningfulness is unquestionably positive to wellbeing and engagement. TCM work in different situations to support this including:

- ✓ High performing teams - to create a commitment to a high value target with a high-performance challenge that can be stretching but also highly energising.
- ✓ To create synergy, high engagement, and a collaborative mindset.
- ✓ For team mediation to resolve conflict and dysfunction in a team.

6 Consultancy for leadership development

Leadership development in organisations is effective when it is holistic, meaning that there is a common understanding of the principles for leadership at each tier in organisations from executive to management to first line supervisory levels.

To help organisations to achieve maximum impact in their leadership development strategies TCM consultancy provides expertise to understand where there is scope for optimisation and alignment, where good practice and disparities exist and then provide a package that achieves the best outcomes.

Expertise in each of the core areas of 'Engage Leadership', including diagnostics, training, wellbeing, inclusion and team development are drawn together to provide an impactful package to help transform culture and performance through excellence in leadership capability.

“Engage Leadership provides the frameworks and methodologies for leaders to create a clear sense of purpose for performance and engagement”.



Teams are extraordinary when they collaborate and dedicate real focus and energy. This passion to succeed comes from the climate created by their leaders. When a leader and their people are connected to the purpose and values of an organisation, expect outstanding results.

BE THAT LEADER.



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