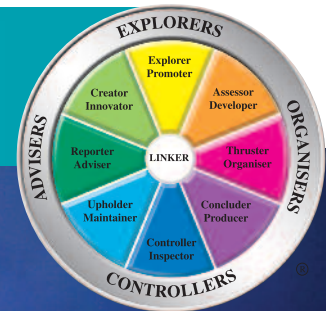


## A breath of fresh air at EDF energy



The first time Michael Fox participated in a Team Management Profile workshop, he was an immediate convert.

“I received my Profile two days after I got back from holiday,” says Michael, senior training specialist at EDF Energy. “It stated: ‘This person will enjoy doing dangerous sports’. I had just been bungee jumping and parachute jumping and I thought one of my team had stitched me up, but they hadn’t. It was scarily accurate.”

Since then he has used the Profile extensively in a wide range of training and development programmes within EDF Energy.

“The Team Management Profile workshops are like a breath of fresh air to our employees,” he says. “The accuracy of the Profile reports is just the first of many ‘wow’ factors. And while the Profile itself is important because of the (often quite uncomfortable) leap in self-awareness it prompts, the highly visual team activities that are part and parcel of a typical Team

Management Profile workshop also help to make it compelling.”

For example, Michael gets participants to stand in a line: those with an extrovert preference at one end and those with an introvert preference at the other so that everybody can identify differences within the team.

“These sort of exercises make it very obvious to people why they might find it difficult to work with certain people,” he says.

And sometimes the Team Management Profile prompts an epiphany.

Michael explains: “One person read his Profile and realised there was a potential mismatch between his work preferences and current role. His preferences lay on the left-hand side of the Team Management Wheel, with a major role of

Creator-Innovator, whereas the job he was actually doing sat firmly on the opposite side of the Wheel. He’s now one of the best trainers you’ll ever meet, because in his new role he is using his preferences on a daily basis.”

**“ sometimes the Team Management Profile prompts an epiphany**

And there is an even more pragmatic reason why the Team Management Profile is such an effective team development tool, concludes Michael: “When else do people get the chance to spend four hours together, in a safe environment, look each other in the eye and give each other honest feedback?”