

ODD

Team Diagnostic Profiler (TDP):

The platform for improved team effectiveness

TDP – IMPACTS A RANGE OF TEAM ISSUES

Improvements in any of these issues will lead to more effective team performance. Imagine the impact if all are improved?

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Customer satisfaction

Attrition

Stress

Retention

Innovation

Psychological safety

Efficiency

Leadership

Bullying and Harassment

Financial performance

*Cross team interaction
and support*

Quality

Overtime

Communication – internally and externally, vertically and horizontally

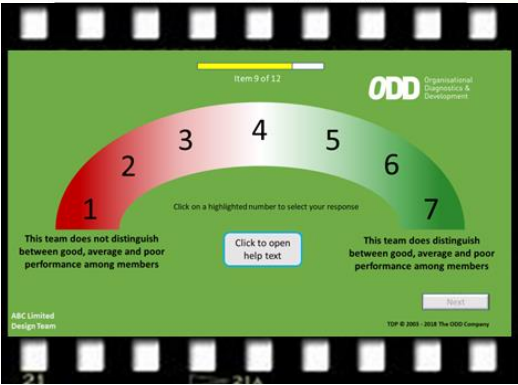
Resource utilization

DIVERSITY AND INCLUSION

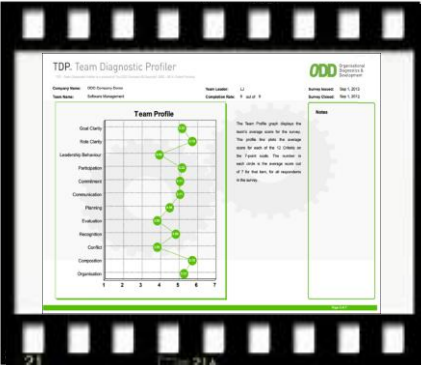
TDP – THE PROCESS

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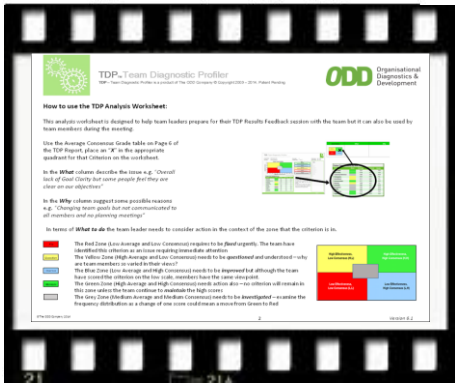
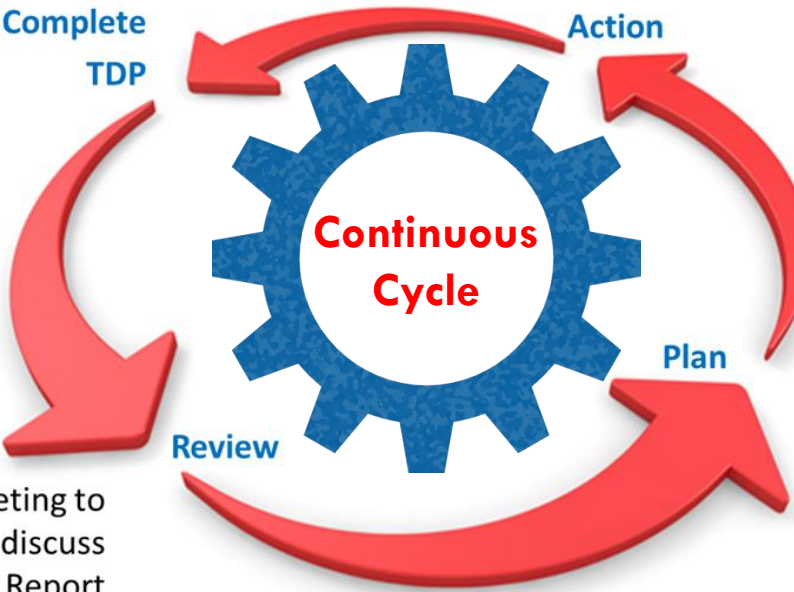
1 Team members login and complete TDP online



4 Implement actions and re-measure improvements



2 Team meeting to review and discuss the TDP Report



3 Identify and plan actions to enhance team effectiveness

Team Diagnostic Profiler

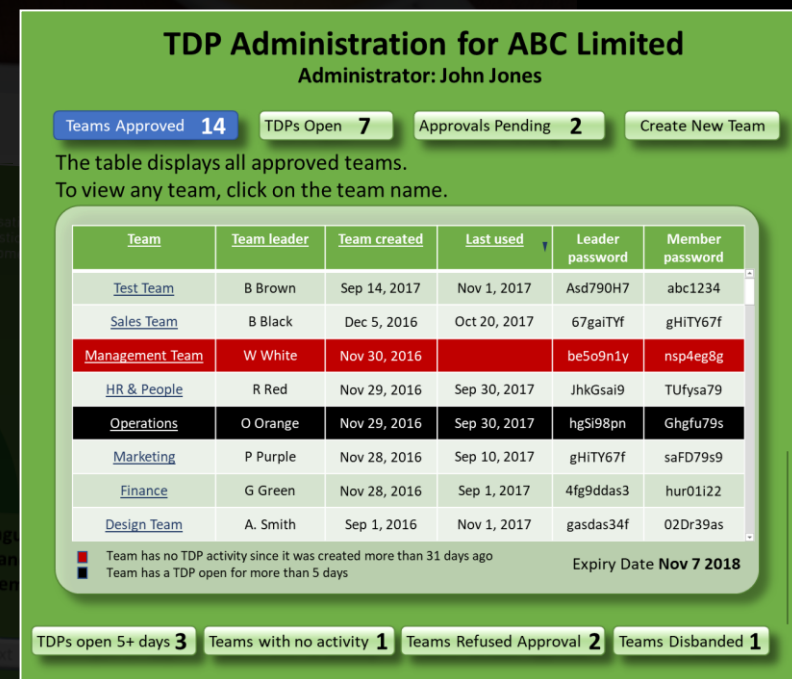
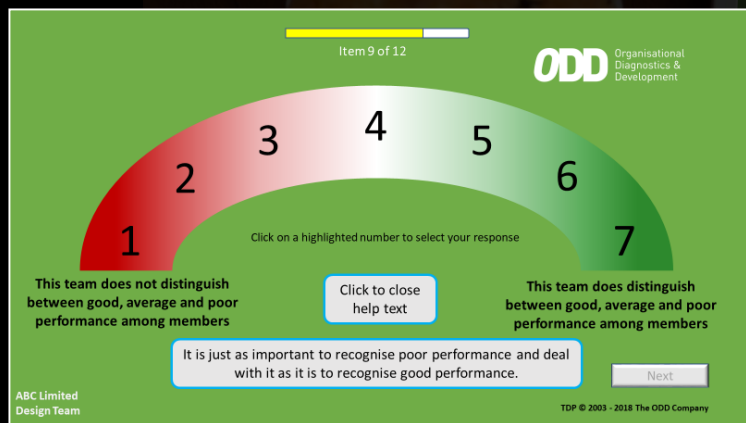
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Engaging in team reflection with the TPD platform and methodology does deliver **increased effectiveness** for the team and the organization.

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If all teams are deploying TDP in a **continuous cycle** the organization can expect to derive a positive impact.



TDP will help deliver up to **25%** performance improvement

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A STRUCTURED APPROACH IS NEEDED

To deliver improved effectiveness teams need to take time out from the day-to-day to think about and discuss not just “What” they do but “How” they do it.

The “How” is the most critical element in this process

Organisations need to identify a robust approach to support teams carry out such reflection in a structured manner

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It makes such sense and for relatively small investments in time, the returns are exponential.

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TDP – A SOLUTION

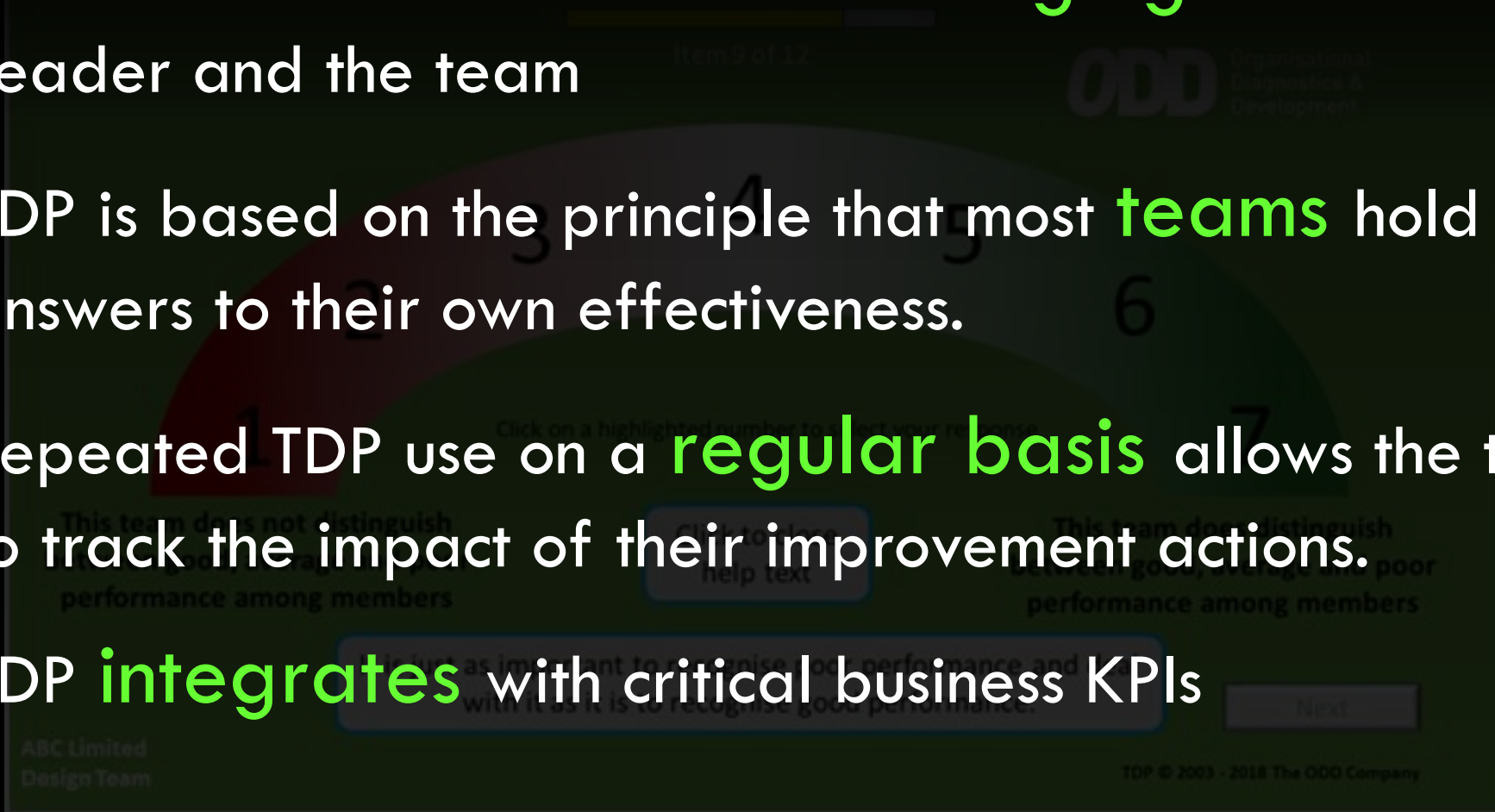


TDP is **self-serve** and **self-managing** for the Team Leader and the team

TDP is based on the principle that most **teams** hold the answers to their own effectiveness.

Repeated TDP use on a **regular basis** allows the team to track the impact of their improvement actions.

TDP **integrates** with critical business KPIs



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TDP – THE FOCUS

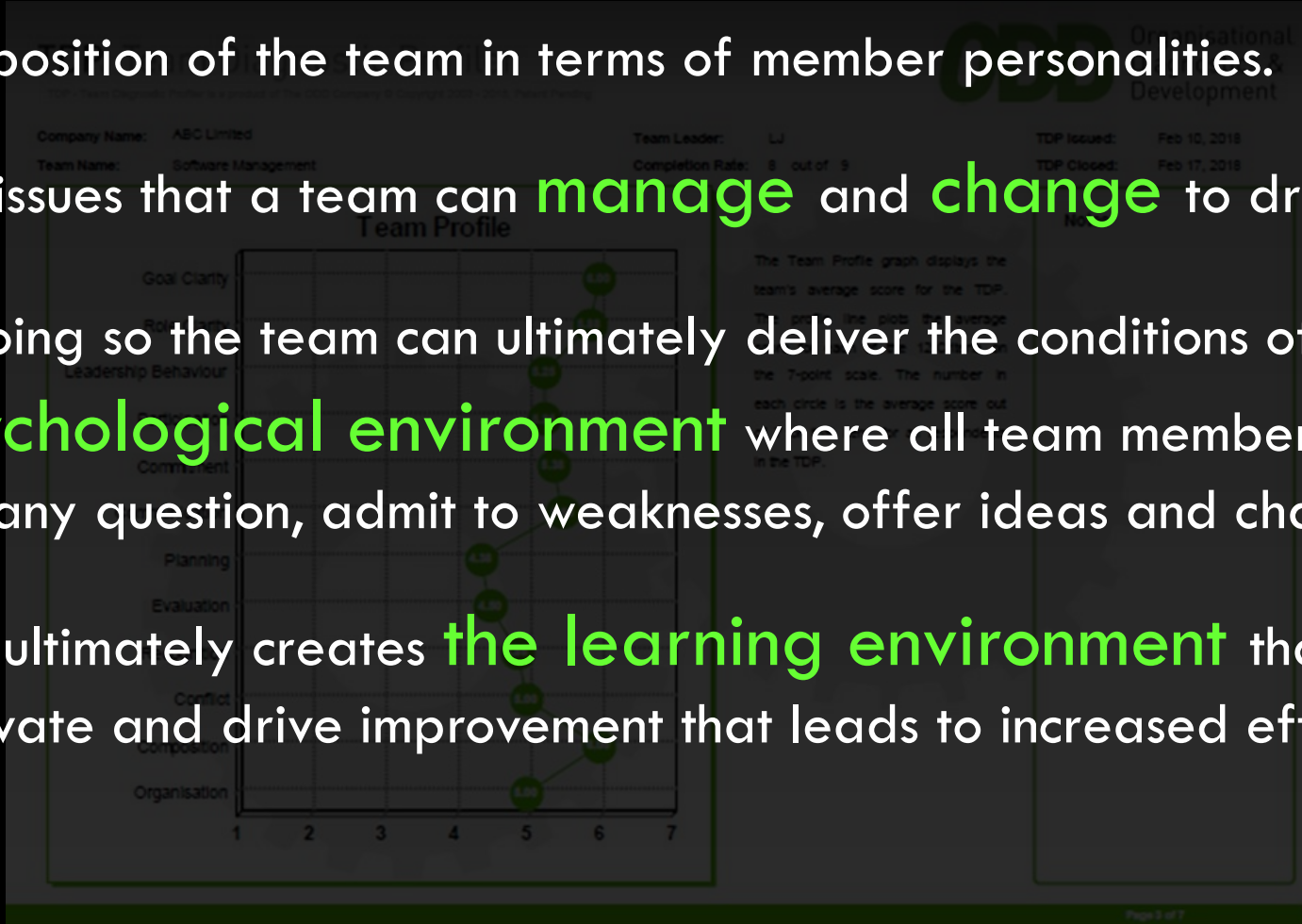


TDP is focused on the issues of **team effectiveness** and not the behavioural composition of the team in terms of member personalities.

The issues that a team can **manage** and **change** to drive their effectiveness.

In doing so the team can ultimately deliver the conditions of a **safe psychological environment** where all team members can, without fear, ask any question, admit to weaknesses, offer ideas and challenge the status quo.

TDP ultimately creates **the learning environment** that the team needs to innovate and drive improvement that leads to increased effectiveness.



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TDP – UP TO 25% IMPROVED EFFECTIVENESS

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Improved
goal and
role clarity

Greater efficiency
and utilization of
assets and thereby
capable of
achieving more.

Management of
individual
performance with
greater accuracy

Minimization of the
repetition of tasks
and wasted effort

Improved goal and role clarity for a
team will lead to improved
productivity and focus on/capacity for
the goals to be attained
= higher performance

TDP – UP TO 25% IMPROVED EFFECTIVENESS

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Deliver appropriate leadership behaviour and drive participation

Improved psychological safety leading to greater innovation

Higher levels of morale and motivation

New ways to do things, maximizing combined capabilities

Improved leadership and participation is a key to the creation of a safe psychological environment ensuring that all team members can contribute to the best of their abilities.

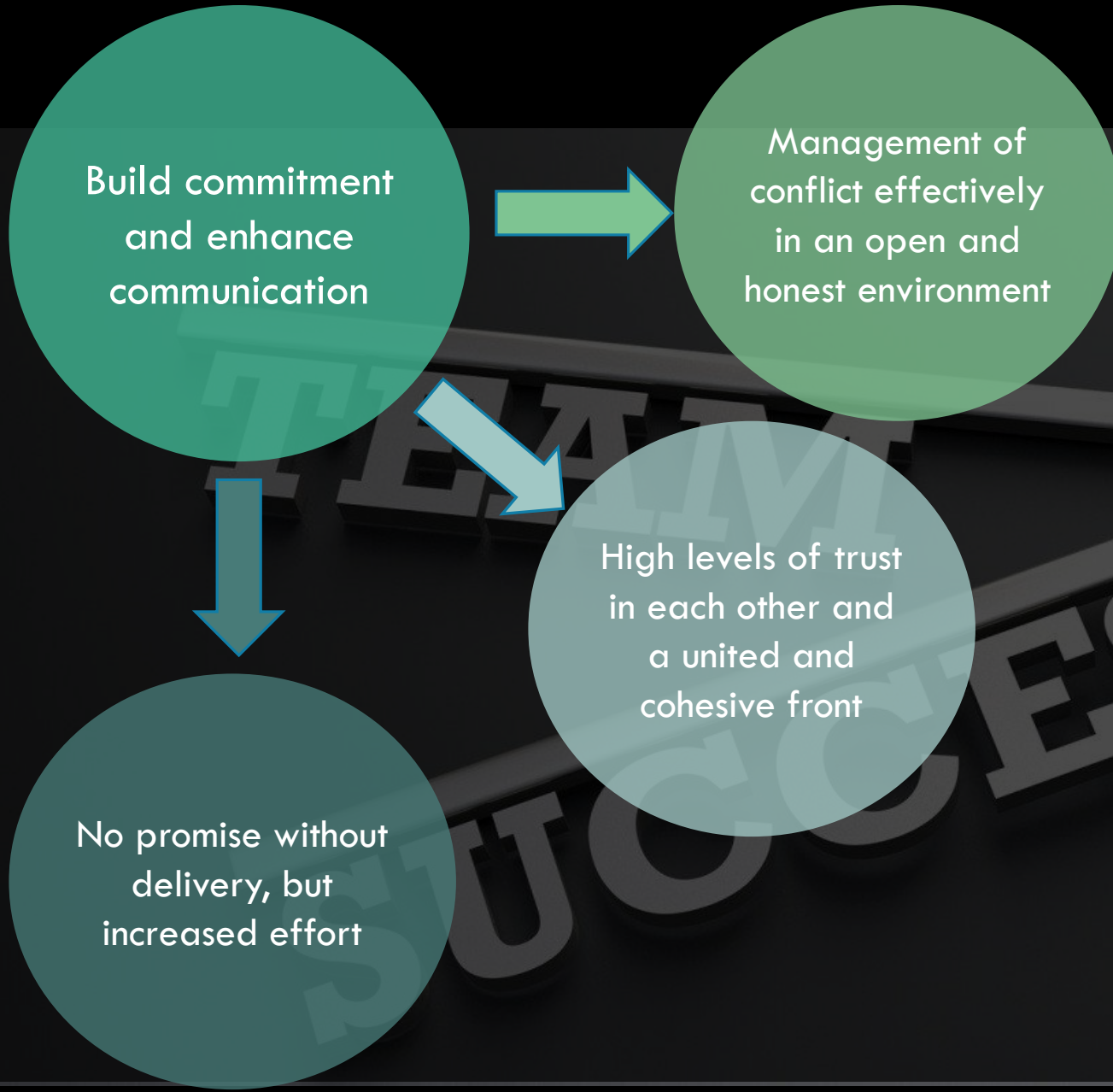
Major contributor to the D&I agenda of any organization.

This without question leads to increased productivity and innovation.

= higher performance

TDP – UP TO 25% IMPROVED EFFECTIVENESS

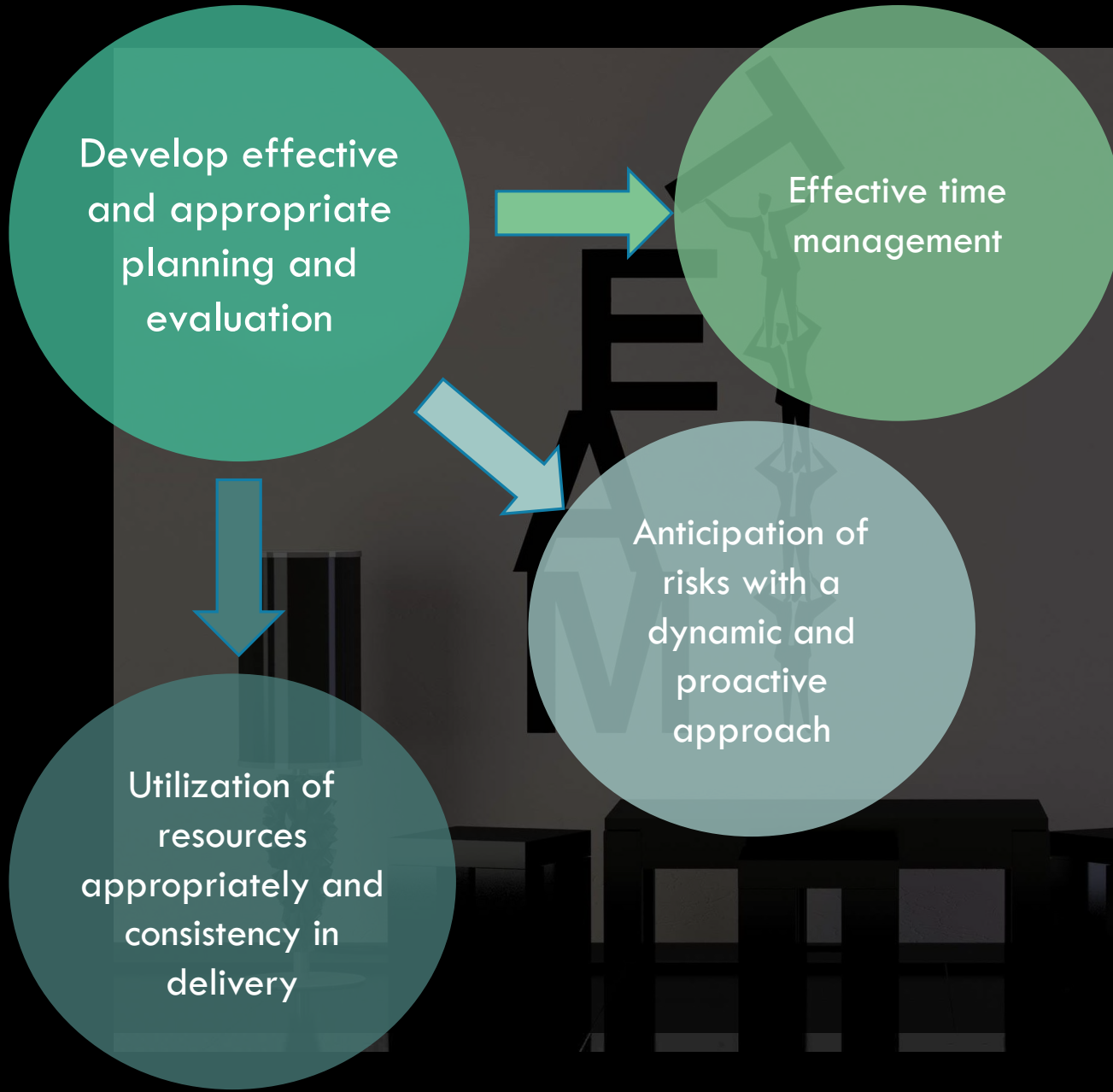
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Improved commitment and communication further reinforce psychological safety and the D&I agenda, minimises negative conflict and the associated wasted energies and damage to working relationships, leading to increased effort and utilization of the team resource
= higher performance

TDP – UP TO 25% IMPROVED EFFECTIVENESS

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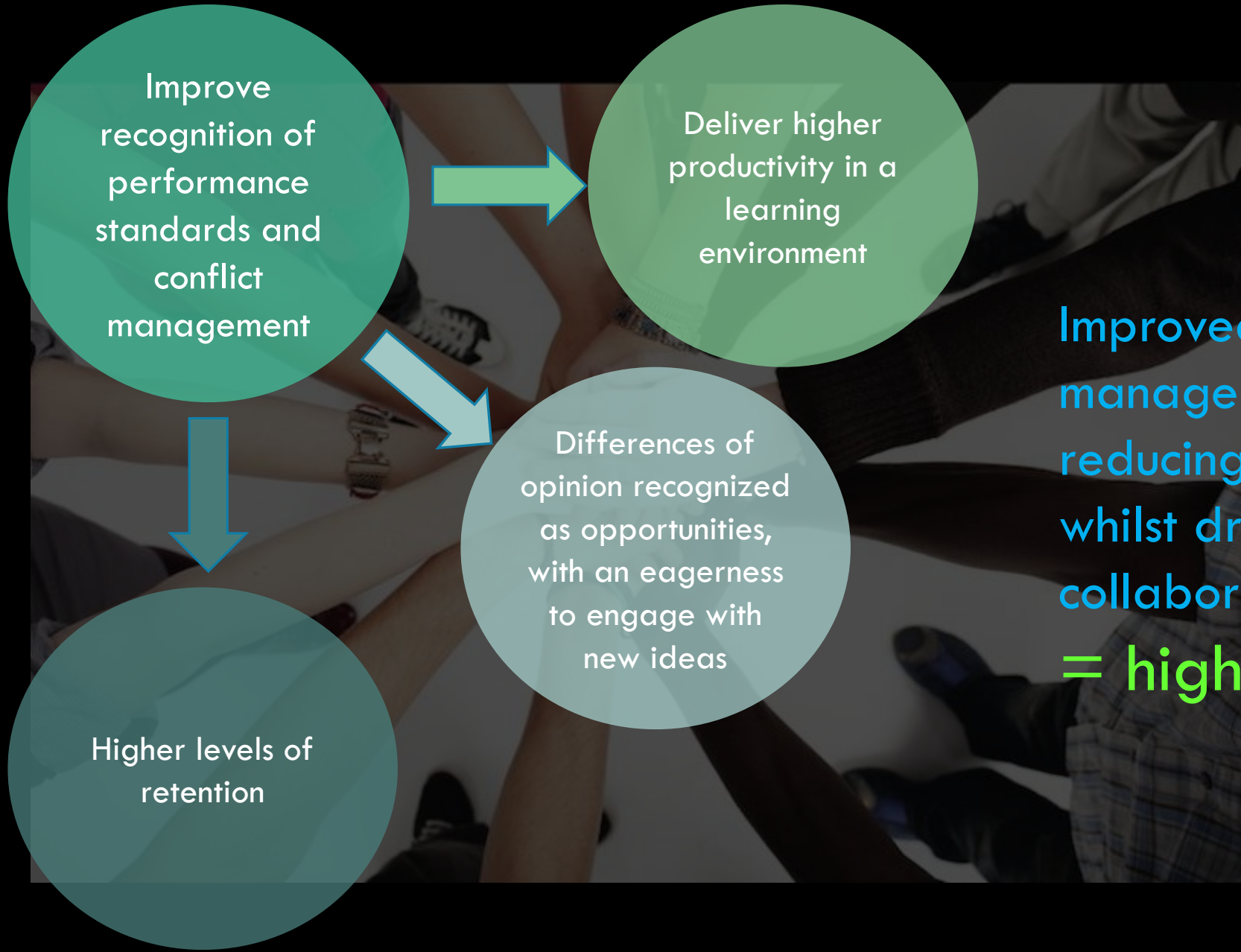
Improved planning and evaluation effectiveness impacts time management and productivity and allows and encourages a learning environment where mistakes are not repeated.

Builds the capacity of the team to manage risk with a proactive approach

= higher performance

TDP – UP TO 25% IMPROVED EFFECTIVENESS

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Improved recognition and conflict management impacts productivity reducing absenteeism and attrition, whilst driving innovation and collaboration
= higher performance

TDP – UP TO 25% IMPROVED EFFECTIVENESS

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Greater team
balance and
more focused
organization

Improved planning
and prioritization
with an expectancy
to deliver on time

Task completed
correctly the first
time

Recognition of
problems early
and an enhanced
capacity to manage
them.

Improved effectiveness in the team's organization and structure leads to greater team balance and organization, bringing greater prioritization with improved efficiency, higher productivity and on time delivery
= higher performance

Delivering 25% improvement

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To achieve the impact of 25% improvement, teams need to commit to the recommended structured approach to reflection

For a surprisingly small investment of time a substantial return is possible

Team Type

Minimum Reflection Schedule

Traditional Team

Quarterly for between 2 and 4 hours

Project Team

Every two weeks for 30 minutes to one hour

Teaming Work Group

Quarterly for 4 to 8 hours

Virtual Team

Monthly for 1- 2 hours

Committee

Should allocate time at the end of each meeting, 15-30 minutes.

