

CREATING A COMPANY-WIDE CULTURE OF HIGH- PERFORMANCE TEAMS

How the 'Pharma Team Performance Accelerator'
(TPA-Method®) is delivered to ensure sustainable
results for your business



StrengthsHUB

Together we get stronger

This document details the high-level process we use to tailor, deliver and manage The **TPA-Method®** inside your pharma business, to maximise team performance...



MEASUREMENT AND THE OBJECTIVE...

Before we start any program, the first step of the **TPA-Method®** is to identify exactly what you want to measure and what your end game is... or in other words, pinpoint your primary objective.

So, we begin with helping each employee gain an insight to who they are from a lens of 'strengths'. The **TPA-Method®** provides a scientific and engineered approach to what your people need to learn to bring the full benefit of their strengths, to your organisation to meet the primary objective already set.

THE 3 TPA HABITS...

The **TPA-Method®** focuses on 3 key habits which in a "psychologically safe space" creates the environment for a world-class employee experience aligned to the objective set.

The 3 habits are bedded in using our unique methodology of intentional practice and shared learning to improve confidence, efficiencies, effectiveness, productivity, engagement and performance.

MINDSET

Next, we create the insights to what your employees do best and articulate what "their" best day at work looks like. By expressing this, it changes the mindset of individuals on what they bring to the organisation, and importantly what they need to thrive at work. Again, this is all aligned to your objective.

This shift in mindset, brings almost immediate increases in self-confidence, which we enhance by empowering them to create a culture where recognition of what people bring is the expectation.

Through structured sessions we actively change the mindset of your people to enhance communication and collaboration and create an opportunity for leaders, like you, to rethink how you utilise the strengths of your team more wisely to meet the objective, therefore promoting employee wellbeing, effectiveness, productivity and enhanced personal AND business performance.

BEHAVIOURS

Behaviours are shaped from Talent, and the **TPA-Method®**, will, through a greater level of individual and team awareness, lead to a positive change in behaviours, especially around how your employees show up at work.

High Performance teams exhibit positive team behaviours and with each individual maintaining the 3 fundamental habits that drive optimal performance, your success will be guaranteed even after the program ends.



TPA-METHOD®

RESULTS

Ultimately, the **TPA-Method®** will ensure the objective set right at the start is achieved and then some! It drives efficiencies and improves individual and team performance. This leads to faster results through a more aligned and engaged workforce, delivering significantly higher rates of retention and performance.

As a leader, the results are immediate. It's like a Fitbit for your personal, team and organisational goals.

One which changes the mindset, the physiology and the performance of everyone who's involved.

TPA-Method® will help you create one team united, that is more aligned, collaborative, stronger together, with a more powerful partnership, that is driving improvements in performance to deliver the results you seek.

FOUNDATION...

PURPOSE

The need to understand purpose has never been more important. Research and our experience tells us that there are three main drivers to purpose.

People gain purpose when they:

- 1: **Get opportunities to grow, personally.**
- 2: **Establish meaningful relationships at work.**
- 3: **Are in service of something greater than themselves.**

VALUES

Interestingly, few employees believe in their company's values!

CEOs and executives are defining the values of the organisation, sharing why they matter to them through company literature and articulating them at town halls.

Sadly, they don't understand that their defined values are not the values of the people in the organisation!

Therefore, there's a strong disconnect between the purpose and the values of the organisation and its people. So, with the TPA-Method, we create the opportunity for you to fully align your team on a common Purpose with Values that truly reflect the team.



TPA-METHOD®



"The team and I are really looking forward to getting started and meeting you and your team at the IGNITE® session"

Keith Webster



StrengthsHUB

Together we get stronger

t: +44 7484 715052 | e: info@strengthshub.co.uk
www.strengthshub.co.uk