



Individual & Team Profiling

Business Driver

The development of leadership talent in organisations relies upon raising the self awareness of executives regarding their behaviours and habits. Similarly, for a team to move forward to achieve higher levels of performance, it is key to understand and share areas of collective strength and weakness.

There are many well regarded individual and team profiling tools that have been developed for these purposes, each based upon sound psychological research and practice. Over the past twenty years, these tools have been routinely applied in business to accelerate the development of leaders and their teams.

In a Nutshell

121partners is qualified and experienced in the use of the following individual and team profiling tools:-

- Myers-Briggs (Step I & II)
- Belbin
- OPQ
- Emotional Intelligence
- Firo-B
- 16PF
- 360 Feedback
- Learning Style Inventory

Normally, we administer these tools as part of a wider coaching or team facilitation programme to ensure that the learning is applied to immediate business goals and challenges.

We have developed our own proprietary 360 feedback tool - '360 with the Human Touch' which allows us to tailor feedback to focus upon those competencies critical to team success.

Advantages & Benefits

121partners is uniquely placed to identify the best tools to use for you and your teams. We then integrate the use of that tool with your HR procedures and our talent management programmes to make sure that any investment delivers the maximum impact.

Case Studies

For Herefordshire Council, we designed and delivered the 'Gateway' talent management programme where our 360 feedback tool was used with the organisation's 'top 150' leaders. This tool was used alongside individual executive coaching sessions.

For Jones Lang LaSalle, we have used both the Belbin team profiling tool and the Myers-Briggs MBTI tool as part of team events and talent management initiatives.

With Woolworths, we used the OPQ personality profiling tool as one input to a development centre event for 15 of the organisation's senior leaders.

Testimonials

"What I most liked about the Belbin tool was that it showed relative preferences between the different team roles and broke down perceptions into more objective assessments. It helped us to build our self-knowledge, share this constructively and identify weak area"
 Jones Lang LaSalle

"The 'feedback gifts', i.e. direct comments, in the 360 feedback report contained some real 'nuggets' for me"
 CEO, FTSE250 plc

"I found the 360 feedback tool very useful. To have such a precise vision of a critical opinion of five people who observe you working is very enriching"
 Managing Director, LogicaCMG plc