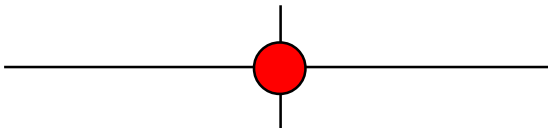TELEOMETRICS ™

INTERNATIONAL

CATALOG

August 1, 2016

Orders

Phone: 800.876.2389   Fax: 254.772.9588
or
Purchase Online: www.teleometrics.com

For Over 30 Years, Fortune 500 Trainers Have Relied On Teleometrics' Training & Leadership Development Processes — And Still Do.

Self-Surveys

Reliable and validated survey assessments that personalize a given behavioral theory so that training participants can assess their own behavior in terms of that theory.

Co-Worker Feedback

Designed to create awareness by giving participants "real-world" feedback on the behaviors they exhibit in the workplace.

A minimum of 3 feedback instruments for every self-survey is recommended to maximize effectiveness.

Video Support

Using vignettes and narration, these high quality videos develop and teach the classic management theories of McGregor, Maslow, Herzberg, Luft & Ingham, Hall, McClelland, and others.

Supporting Group Exercises

Experiential learning through structured small group discussions involving the participants in solving a dilemma or task reinforces the learning experience.

Models for Management Training Modules

By effectively combining the best of our validated surveys, videos, and group exercises, we have designed a training experience your participants will never forget - taking participants through a process of learning and self-discovery.

Comprehensive leader's guides provided.

Train-the-Trainer program available

TELEOMETRICS *Best In Class* **TRAINING**

Solid Science Yields Uncompromising Results
• Instruments are validated, reliable and research based.
• They measure what they are intending and yield consistent, reproducible results.
• They systematically relate to the underlying behaviors, traits, or attitudes they purport to measure.
• Our materials yield useful information, and the results are presented in a clear and understandable manner.

This is why Teleometrics is preferred by thousands of organizations worldwide.

Table of Contents

A person learns how to lead by modeling the behaviors of other leaders, managers, and people one has come into contact with during one's life experience and professional career. Unfortunately, this form of **Leadership Modeling** is highly ineffective and subjective as it can only be observed by ones own personal experience and limited exposure. Confusion concerning leadership has arisen by imperfect modeling and the proliferation of books and theories by so-called experts, which show no quantifiable evidence of validity. This leads to the question:

Does a Validated Model for Effective Leadership exist?

Using a database of thousands of leaders across many industries, the "**Achieving Manager Study**" is based in solid science and shows definitively, the common behavioral characteristics that top achieving leaders employ to set them apart from their lesser achieving colleagues. These leaders were most highly valued by their respective companies and were promoted faster and given the most responsibility for managing their organization's assets and people.

The **Achieving Manager Study** proves:
Leadership is not just dumb-luck; there is a model for effective leadership that exists and it can be modeled by others.

Using a process of learning and self-discovery, Teleometrics' Models for Management teaches the behavioral characteristics of High Achieving Leaders, identifies the gaps that exist in one's current leadership style, explains the consequences of those behaviors in the workplace, and gives participants a new benchmark for leadership to model.

For more information on Models for Management, contact Sam Maitz at smaitz@lmi-inc.com or 800-876-2389.

Training Professionals Agree...

"I have never seen a better data-based program."
- Ken Wells, Training Coordinator
  UST Corporation

"Fun and enlightening. Enjoyed personal insight while evaluating a program that will benefit my company."
- Beth Jacobson, Training Representative
  Toyota Motor Sales

"I'm recommending it to my boss and his boss, and his boss's boss."
- Robert Reyes, Human Resources Manager
  Crown Cork & Seal

" Excellent... Well worth the time and cost (for training). Its greatest value: fitting traditional management theories into a unified process for improved productivity."
- Ron Decarlo, Manager of Organizational Development
S.E. Pennsylvania Transit Authority

Participants Agree...

"Gives me the action steps I need to be the type of manager I want to be."
- Glenda Jordan, Auditing Methods Manager
  BellSouth Corporation

"Most effective seminar in 18 years."
- Geoff Latham, Manager,
  Kroger

"The best management course I have taken."
- Steve Wooden, Director, Technical Publications, Continental Airlines

"The material was top quality all the way. This was not just another seminar."
- Bill Hart, Production Superintendent
  Benteler Industies

Whether you are looking to use our proven pre-designed development processes, or simply looking for enhancements to your existing training and development program, Teleometrics can help you create a development program that is second to none. Purchase instruments separately and use your own experience and creativity to design your own high-performance development program.

Our catalog is laid out so you can visually see which products support each other. In addition, use our training design reference guide to help point you in the right direction.

- Proven development processes.
- Uncompromising validity.
- Flexibility to create your own program.
- Ability to enhance your existing development program by adding validated instruments that are cost effective.
- Over 30 years of industry experience to serve you.

Training Design Reference Guide
How to combine instruments, video, and valid theory for meeting your training objectives

Training Topic & Pg #	SS - Self Survey FB - Feedback	Videos	Validated Theory
Management Values - Pg. 6 • How do managers' personal beliefs about people impact the workforce? • Who sets the tone for the work culture?	**SS** - Managerial Philosophies Scale **FB** - Reality Check Survey	"Management Value & the Self-Fulfilling Prophecy"	Douglas McGregor's description of "Theory X" and "Theory Y" and Robert Rosenthal's work on the self-fulfilling prophecy combine to describe and measure managerial philosophy.
Employee Involvement - Pg. 7 • Do employees have access to the supports and resources they need for involvement? • What does motivation have to do with involvement?	**SS** - Access Management Survey **FB** - Survey of Employee Access	"Access Management: Building a Support Structure for Involvement"	Jay Hall's star model of Access Management ensures employees' access to the five critical supports for involvement.
	SS - Participative Management Survey **FB** - Employee Involvement Survey	"Work Motivation: How Managers Can Make the Most of It"	Employee involvement is described in terms of the motivational significance of its components according to Abraham Maslow's Need Hierarchy.
Communications - Pg. 9 • For building trust, credibility, and productive interpersonal relationships.	**SS** - Personal Relations Survey **FB** - Management Relations Surey **FB** - Team Effectiveness Survey	"The Dynamics of the Johari Window"	Joseph Luft and Harry Ingham's Johari Window model of interpersonal relationships is described and measured in terms of exposure and feedback solicitation.
Motivation - Pg. 10 • What motivates employees? • What can managers do about motivation? • What does involvement have to do with motivation?	**SS** - Management of Motives Inex **FB** - Work Motivation Inventory	"Work Motivation: How Managers Can Make the Most of It"	Abraham Maslow and Fredrick Herzberg's motivational theories are synthesized to describe work motivation and job satisfaction.

Training Design Reference Guide - Continued

Training Topic & Pg #	SS - Self Survey FB - Feedback	Videos	Validated Theory
Empowerment - Pg. 11 • Power Motivation • Power Sharing • Power Style	**SS** - Power Management Inventory **FB** - Power Management Survey	"Managing Power Productively"	David McClelland's description of power motivation is coupled with Robert Blake and Jane Mouton's Model of power style and the sharing of power.
Groups & Team Building - Pg. 12 • The conditions required for teamness and building community	**SS** - Teamness Index	"Teamness: The Key to Community"	Jay Hall's research on the conditions required for teamness is presented in a measurable format.
• Team Communications	Group Survey Team Effectiveness Survey	"The Dynamics of the Johari Window"	Joseph Luft and Harry Ingham's Johari Window model of interpersonal relationships is described and measured in terms of exposure and feedback solicitation.
• Team Leadership	**SS** -Styles of Teamwork Inventory **FB** - Teamwork Appraisal Survey		Leader/group effectiveness is described and measured in terms of the Blake/Mouton grid format.
• Team Decision Making	Group Exercises • NASA Mars Survival Task • 12 Angry Men	"Managing the Four C's of Group Effectiveness" "Force Field Analysis for Problem Solving and Planning for the Future"	Jay Hall's extensive group problem-solving research in terms of Four Cs - commitment, conflict, creativity, and consensus as a decision rule - is presented with a self-confirming exercise.
• Team Process	**SS** -Team Process Diagnostic		In-depth team analysis is made possible in terms of fight, flight and problem solving modes.
Management and Leadership Style - Pg. 15 • What is your style? • What is the most productive style and how do you close the gap? • How does style promote or interfere with employee performance?	**SS** - Styles of Management Inventory **FB** - Management Appraisal Survey **SS** - Styles of Leadership Survey		Robert Blake and Jane Mouton's managerial grid model of style and the people/production interface in the workplace is presented in measurable form.
	SS - Manegment Styles Inventory **FB** -Manager Style Appraisal		Jay Hall's Style Parallax model of people/performance priorities and the constellation of behaviors comprising style is described and measured.
Conflict and Change - Pg. 13,14 • Managing Conflict	**SS** - Conflict Management Survey		Herbert Kellman's work on conflict management is described and measured in a Blake/Mouton grid format.
• Managing Change		"Force Field Analysis for Problem Solving and Planning for the Future"	Kurt Lewin's classic Force Field Analysis for problem identification, analysis, and solution combined with change management style in terms of the Blake/Mouton Grid are presented.

Self Survey

MPS | **Managerial Philosophy Scale** | $13.95 SN:1160

High-achievers from 16,000 cases.

The MPS, carefully researched and validated in a study of 16,000 people, has proven to differentiate among high, average, and low-achieving managers. The MPS assesses an individual's relative adherence to both **Theory X and Theory Y** premises, thereby translating McGregor's classic concept into a personally relevant application. This profile, when compared with RCS data, provides invaluable insights into how to manage people most effectively.

Co-worker Feedback

RCS | **Reality Check Survey** | $13.95 SN:1165

Allows workers to give a candid view of what it takes to motivate them.

Part I of the RCS allows co-workers to describe the working conditions needed to do their best work. Part II reveals what co-workers perceive the manager to believe about them and the workplace. This valuable information enables managers to test their assumptions or beliefs about the nature of people and work. We recommend a minimum of 3 feedback instruments for every self survey to maximize effectiveness.

Video Support

Management Values | $149.95 SN:3625

Clearly illustrates how a manager's practices relate to their personal beliefs.

45 Minute Video: A manager's practices are an outgrowth of their personal beliefs and assumptions about the basic nature of people at work. These beliefs set in motion a self-fulfilling prophecy that re-enforces one's behaviors. This outstanding video for the first time, combines McGregor's **Theory X and Theory Y** model of the nature of people and work with Rosenthal's work on the **Self-Fulfilling Prophecy**. The model is portrayed using dramatization and vignettes to provide a clear understanding for the viewer. Includes instructions for scoring/interpreting the MPS and RCS. (45 minutes)

Group Exercise

The Harwood Dilemma | $13.95 SN:7100A

The definitive exercise combining Theory X - Theory Y with the "Self-fulfilling Prophecy".

Being an effective manager requires a self-awareness of one's own values and beliefs. The Harwood Dilemma addresses the issue of managerial beliefs and assumptions by combining the classic **Theory X - Theory Y** with the **Self-Fulfilling Prophecy**. Include the Reality Check Survey and provide a highly beneficial four hour session. (Comprehensive 19 pg. Leader's Guide: $24.95) (Companion video: *Management Values and the Self-Fulfilling Prophecy*)

Models for Management - Module 1 Management Values | $69.95 SN:7501

See the **Models for Management** section for more details on pre-designed training sessions. Or download our comprehensive Guide to Models for Management from our web site.

Includes: 1- Harwood Dilemma, 3-RCS

Additional Materials Needed: Video-Management Values (Sold Separately)

Module 1 - Leader's Guide | $24.95 SN:7501LG

"A really great experience. It opened my eyes..."
- Jim Arnet, Director
  Red River Army Depot

Self Survey

AMS

Access Management Survey	$13.95 SN: 1050

A socio-technical approach to providing opportunities for involvement.

Are managers truly providing opportunities for involvement? Or, are they denying access to the crucial supports needed for involvement? The AMS gives managers information on how effectively they manage the socio-technical aspects of work. It profiles the degree to which they ensure employee access to five critical supports for involvement: (1) the problem itself, (2) the people involved, (3) needed information and resources, (4) emotional and procedural supports, and (5) the solution. Provides essential data for sustaining employee involvement over time. Normative data based on response of 1,629 managers.

Companion Feedback

SEA

Survey of Employee Access	$13.95 SN: 1055

Provides managers with information that can be used to increase involvement.

How well one balances the socio-technical aspect of work is a function of how their people view the opportunities for involvement. The SEA provides the manager with this vital information and acts as a springboard for discussion and change. Normative data based on N= 4,680. We recommend a minimum of 3 feedback instruments for every self survey to maximize effectiveness.

Video Support

Access Management	$149.95 SN: 3605

Video teaches everything about providing support.

How involved are your employees in creative decision making? How often does the manager provide opportunities for people to have access to the problem, information, people, emotional supports, and solutions required for creative decision making? Translating theory into action, this video develops Hall's widely acclaimed ***Star Model of Access Management***. Managers see how to open communication channels and initiate collaborative systems throughout their organization. Includes instructions for scoring/interpreting the **AMS** & **SEA.** (40 minutes)

Self Survey

PMS

Participative Management Survey	$13.95 SN: 1180

Maslow's theories are brought to life with the help of this survey.

Adapting the work of Abraham Maslow, the PMS examines how often leaders/managers provide opportunities for others to experience personal involvement and influence at work. The resulting profile reveals the motivational significance of its components as described by **Maslow's *Need-Hierarchy***. Then by comparing data with the **EIS**, the leader/manager discovers their impact and can explore avenues for change.

Companion Feedback

EIS

Employee Involvement Survey	$13.95 SN: 1185

Rates managers on how their employees view employee involvement.

The EIS provides feedback to the leader/manager about the quality of opportunities and their willingness or reluctance for employee involvement. It rates their manager's actual practices as well as how frequently they would desire such practices. Critically important in developing employee contributions.

Video & Group Exercise

Force Field Analysis for Problem Solving

$149.95
SN: 3680

Video teaches problem-solving strategies to take control of the present and predict the future.

The classic problem-analysis technique of **Kurt Lewin's *Force Field Analysis*** is fully explained and clearly illustrated with various problem-solving strategies. The viewer learns a process for identifying, analyzing, and solving many of the chronic problems found in today's organizations. Dr. Lewin's technique is a simple yet powerful method for taking control of the present, predicting the future, and brings order to the problem-solving process. (Preview $15) (10 minutes)
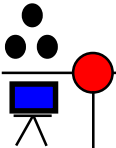
The Effective Organization

$13.95
SN: 7100B

Identifies specific practices needed to make involvement meaningful.

Participative management is the most powerful yet most misunderstood and misused concepts in the field of management. This exercise centers around managerial "gatekeeping" and identifies specific practices needed to make involvement meaningful and productive. Emphasizes individual management practices and their effect on productivity via employee involvement while learning the Kurt Lewin's *Force Field Analysis* therory. Combine the **AMS** and **SEA** for outstanding results.

Models for Management - Module 2 Employee Involvement

$69.95
SN: 7502

See the **Models for Management** section for more details on pre-designed training sessions. Or download our comprehensive Guide to Models for Management from our web site.

Includes: 1 - Effective Organization, 1-AMS, 3-SEA.

Videos and Leader's Guide sold separately.

Module 2 - Leader's Guide

$24.95
SN: 7502LG

"Excellent presentations - very insightful. Directs management practices insight into directional changes necessary to attain a collaborative work environment."

- Patric Green, Quality Assurance Manager
Abel NWL Aerospace

Self Survey

PRS | **Personnel Relations Survey** | $13.95 SN: 1010

Accurately assess how leaders communicate with others.

Continues to be our most popular feedback instrument. The PRS is an easy-to-complete survey that helps managers assess how well they communicate with employees, colleagues and supervisors. Based on the popular Luft & Ingham **Johari Window,** this feedback instrument evaluates current strengths and weaknesses of one's interpersonal style. Normative data enables the manager to compare their scores against 13,373 other managers.

PRSi - Online Version of PRS

Co-Worker Feedback

MRS | **Management Relations Survey** | $13.95 SN: 1015

"Real world" feedback of communication styles from co-workers.

How we communicate with others and how they perceive us is of vital importance to effective management. Based on the popular Luft & Ingham **Johari Window**, the MRS enables the receiver to "hear" those precise observations from others which often lead to vastly improved communication and consequently, better working relationships. Normative data conversion tables based on N = 28,507. We recommend a minimum of 3 feedback instruments for every self survey to maximize effectiveness.

MRSi - Online Version of MRS

Video Support

The Dynamics of the Johari Window | $149.95 SN: 3620

An easy to understand model showing how we communicate with others.

Demonstrates with vignettes the four basic styles described by the *Johari Window* model of interpersonal processes. The model gives structure and helps us to understand the way we communicate with those around us, and the impact of our communication style on others. Includes instructions for scoring/interpreting the **PRS** & **MRS**. Double its use with teams using the **TES**. (Preview $15) (32 minutes)

Video & Group Exercise

For The Sake Of Partnership | $149.95 SN: 3622

The stimulus-video is a "role-play" case designed to "smoke out" the participant's feelings regarding four different communication styles.

Group Exercise | $13.95 SN: 7100L

In the **For the Sake of Partnership Exercise**, participants are asked to read over the case and view the video paying particular attention to the patterns of communication portrayed. They identify the "strength" and "weakness" of each of the four communication styles.

Models for Management - Module 3 Communication | $69.95 SN: 7503

See the **Models for Management** section for more details on this pre-designed training session, or download our comprehensive Guide to Models for Management from our web site.

Includes: 1-PRS, 3-MRS, 1-For the Sake of Partnership Group Exercise

Videos and **Leader's Guide** sold separately.

"Most effective seminar in 18 years."
- Geoff Latham, Manager, Kroger

Module 3 - Leader's Guide | $24.95 SN: 7503LG

Self Survey

MMI

Management of Motives Index	$13.95 SN: 1030

How one's beliefs relate to what motivates them— based on data from over 36,000 cases.

An enlightening look at the classic models of **Maslow and Herzberg** in relation to motivation. Through an honest examination of their beliefs and behaviors, managers discover how much emphasis they place on each level of the **Need-Hierarchy** - and how approaches to motivation result from personal beliefs on why people work. Provides a comparison of one's beliefs with data from over 36,058 individuals.

Co-Worker Feedback

WMI

Work Motivation Inventory	$13.95 SN: 1035

Reveals exactly how an employee is motivated.

Uncovers a custom "personal motivational profile" of the motivation needs of the individual as seen by that individual. A comparison of the WMI with the MMI reveals what conditions the employee feels are important vs. the motivational support provided by the manager. Aligns motivational needs with daily activities. Normative data based on N = 36,058. We recommend a minimum of 3 feedback instruments for every self survey to maximize effectiveness.

Video Support

Work Motivation	$149.95 SN: 3635

Reveals the connection between human needs, work motivation and job satisfaction.

Stirring graphics and real life vignettes dramatize the connection between human needs, work motivation and job satisfaction. This novel combination of Maslow's *Need-Hierarchy* and Herzberg's *Hygiene-Motivator* theories helps managers understand the motivational process and their role. The finest in the industry. Includes instructions for scoring/interpreting the MMI & WMI. (42 minutes)

Video & Group Exercise

People at Work / For the Sake of Partnership	$149.95 SN: 3690

Shows in a real life manufacturing facility how disruptions impede progress.

A dramatic portrayal of everyday life on the job. This video depicts disruptions in the work group when people's needs are not being met. Realistic and relevant, *People at Work* acts as the stimulus for the widely acclaimed group exercise Conflict at Trojan. (18 minutes)

Conflict at Trojan	$13.95 SN: 7100C

Exercise—using People at Work— illustrates the motivational process.

Video Required. This lively exercise (using the video, *People at Work*) provides experience in diagnosing motivational symptoms in an organizational setting and produces a comprehensive overview of the motivational process.

Models for Management - Module 4 Motivation	$69.95 SN: 7504

See the **Models for Management** section for more details on this pre-designed training session, or download our comprehensive Guide to Models for Management from our web site.

Includes: 1-MMI, 3-WMI, 1-Conflict at Trojan Group Exercise

Videos and **Leader's Guide** sold separately.

Module 4 - Leader's Guide	$24.95 SN: 7504LG

> *"The best program I have ever attended."*
> - Thomas Meier, Ph.D., MBA, President, Elmira College

Self Survey

PMI

Power Management Inventory

$13.95
SN: 1080

Managers discover their own power motivations & power style.

The PMI enables leaders/managers to assess their own power motivations and power style. Part one examines personal motivations for power, including the needs for impact, strength, and influence that guide their behavior. Part two analyzes the power style of the individual, determining if one keeps the power, shares the power, or avoids using power. The result is an understanding of exactly how to get the most out of people in the empowerment process. Normative data based on N= 4,284.

Co-Worker Feedback

PMP

Power Management Profile

$13.95
SN: 1085

Reveals how the managers use of power effects morale.

The PMP gives managers feedback about how their approach to power is viewed by those around them. It further produces a statement of the morale that exists in the workplace as a function of the manager's use of power. The PMP also provides a structure for discussions about how the manager's use of power is perceived.Normative data based on N= 14,307. We recommend a minimum of 3 feedback instruments for every self survey to maximize effectiveness.

Video Support

Managing Power Productively

$149.95
SN: 3630

Fast-paced video teaches why managers want power and how to use it.

This exciting, fast-paced video shows managers how to promote higher morale and productivity by empowering employees to make decisions, exercise their judgment and act accordingly. Managers learn about power motivation - the reason one wants power, as well as power style - how one uses power. Includes instructions for scoring/interpreting the **PMI** and **PMP**. (41 minutes)
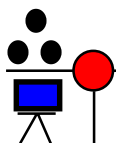
Group Exercise

Co-Worker Relationships

$13.95
SN: 7100J

Participants practice how power dynamics impact managerial behavior.

Influence and the dynamics of power is a core issue in determining both managerial and organizational competence. This group exercise provides an in-depth look at one's personal view of power dynamics and how it impacts one's managerial practices. Used with the PMI and the PMP, it creates an insightful and comprehensive four-hour training session. (Comprehensive 19 pg. Leader's Guide: $24.95) (Companion video: *Managing Power Productively*)

Models for Management - Module 5 Empowerment

$69.95
SN: 7505

See the **Models for Management** section for more details on this pre-designed training session, or download our comprehensive Guide to Models for Management from our web site.

Includes: 1-PMI, 3-PMP, 1-Co-Worker Relationships Group Exercise

Videos and **Leader's Guide** sold separately.

Module 5 - Leader's Guide

$24.95
SN: 7505LG

"The material was top quality all the way. This was not just another seminar."
- Bill Hart, Production Superintendent
  Benteler Industies

Teams & Groups - Qualtiy Decision Making

Video & Group Exercises

Twelve Angry Men - Henry Fonda Version   Buy at Amazon or Blockbuster

12 Angry Men $13.95   SN: 7100D

The movie was a classic— and now the exercise is becoming one.

A consensus decision making exercise built around the classic movie *Twelve Angry Men*. The outstanding dramatic portrayals in the movie depict numerous examples of human behavior within groups. This study of group dynamics is a self convincing exercise proving the potential of group decision making. Combined with Group Barrier Analysis and **TES**, it creates an unforgettable full-day training experience.

Group Barrier Analysis $13.95   SN: 7100K

Shows precisely how important every member's input is to a team decision.

Companion to both the NASA Moon Survival Task or the 12 Angry Men exercise, the Group Barrier Analysis provides an opportunity for feedback on the contributions of individual team members in the decision making process. Members rate themselves and other team members. The resulting profiles serve as a remarkable starting point for group discussion and feedback. (Companion Video: *Managing the Four C's of Group Effectiveness*)

Optional Consensus Exercise

Nasa Mars Survival Task $13.95   SN: 1300

Clearly demonstrates the wisdom in group vs. individual decisions.

The NASA Mars Survival Task has been used in countless research projects and its results prove the potential of group decision making. It lays to rest the "individual vs. group" controversy regarding decision quality, and generates valuable group diagnostic data. The Manned Spacecraft Center's expert solution to the problem affords immediate assessment and feedback on individual and group performance. (Companion video: *Managing the Four C's of Group Effectiveness*)

Video Support

Managing the Four C's of Group Effectiveness $149.95   SN: 3650

Groups function as their members make them function.... for better or worse! This video clearly illustrates the common pitfalls characterizing groups and presents fail-safe alternatives. It offers an in-depth blueprint for managing commitment, conflict, creativity, and consensus - the Four C's of group effectiveness. Whether the audience is comprised of leaders/managers or group members-at-large, this video is essential for all who work in groups. Includes instructions for scoring/ interpreting the NASA Moon Survival Task. (Preview $15) (31 min.)

Group Survey

TES   **Team Effectiveness Survey** $13.95   SN: 1110

Produces data that rates how effectively a team communicates.

The TES focuses on individual and team use of the Exposure and Feedback processes of the *Johari Window*. It provides a comprehensive overview of how effectively a team functions. Members rate themselves and other team members. The resulting profiles serve as a valuable starting point for group discussion and feedback. (Theory video: *The Dynamics of the Johari Window - see communication section*)

Models for Management - Module 6 Group Decision Making $69.95   SN: 7506

See the **Models for Management** section for more details on this pre-designed training session.

Includes: 1-TES, 1-Group Barrier Analysis Exercise, 1- 12 Angry Men Group Exercise

Videos and **Leader's Guide** sold separately.

Module 6 - Leader's Guide $24.95   SN: 7506LG

Self Survey

CMS

Conflict Management Survey $13.95   SN:1040

Discover ways to harness conflict for positive change.

Is there conflict within organizations? Two or more differing ideas reflect conflict. Modern theorists accept conflict as not only a behavioral fact of organizational life but recognize its potential as a springboard, or stimulus, to creativity. How one manages conflict determines whether creativity will be achieved. The CMS addresses interpersonal, group, and inter-group conflicts and provides a fivefold conflict management profile. Also an invaluable tool for identifying constructive outcomes to conflict. Normative data based on N = 1,308.

Co-Worker Feedback

CMA

Conflict Management Appraisal $9.95   SN:1045

Item has been discontinued.

The CMA, completed by an associate of the person using the CMS, provides information about how conflict is being managed. This extremely valuable feedback either reinforces a person's behavior or it calls attention to areas where positive change can lead to greater creativity. Normative data based on N = 1,000. We recommend a minimum of 3 feedback instruments for every self survey to maximize effectiveness.

Video Support

Managing the Four Cs of Group Effectiveness $149.95   SN:3650

Groups function as their members make them function.... for better or worse! This video clearly illustrates the common pitfalls characterizing groups and presents fail-safe alternatives. It offers an in-depth blueprint for managing commitment, conflict, creativity, and consensus - the Four C's of group effectiveness. Whether the audience is comprised of leaders/managers or group members-at-large, this video is essential for all who work in groups. Includes instructions for scoring/ interpreting the NASA Moon Survival Task. (Preview $15) (31 min)

Self Survey

STI

Styles of Teamwork Inventory $13.95   SN:1210

Ways to balance product quality and team commitment.

Within teams, people tend to be concerned with two overriding issues: quality of the product and member's commitment to the team. Balancing these two together determines the behaviors which that person sees as appropriate in team situations. The STI helps team members understand their own styles and their impact on the team. The STI profiles the individual's preferred style and provides specific scores on their attitude, the handling of conflict, leadership preference, and inter-group relations. A must for team leaders/managers. Normative data based on N = 1,000.

Co-Worker Feedback

TAS

Teamwork Appraisal Survey $13.95   SN:1215

Rates everyone's impact within the team.

Tailored to team members, the TAS provides a comparative assessment on one's behavior within the team. The arrangement of the TAS permits direct, question-by-question comparisons between it and the STI. These comparisons (and the discussions surrounding them) enable individuals to understand the impact of their team behaviors. (Companion to the STI)

Self Survey

TI

Teamness Index	13.95 SN: 1130

Shared goals— the first step for an effective team.

Do we meet the minimal conditions for teamness? Does our team have (1) shared goals and objectives, (2) a recognized and agreed-upon team structure, (3) a system of standards, norms, and values, and (4) a personal identification with and concern for other members? The TI helps to answer these critical questions thereby creating a true "TEAM" in the process.

Video Support

Teamness: The Key To Community	$149.95 SN: 3640

Teaches team members the foundation for developing an effective team.

Community is the key to widespread commitment and teamness is the key to community. But what does it take for people to become a "team"? Effective work groups satisfy the 4 conditions for teamness. This video, complete with graphics and explanatory vignettes, teaches group members the four conditions required for teamness and how to build productive teams. Easy to relate to and powerful, the video includes instructions for scoring/interpreting the Teamness Index. (Preview $15) (36 min.)

Group Survey

TPD

Team Process Diagnostic	$13.95 SN: 1120

Group members need to be self aware—this assessment helps them see their behavior.

Douglas McGregor once observed that an effective group is a self-conscious group. Team members receive individual assessment of the dynamics underlying their behavior and their impact on the group. In addition, the TPD provides diagnostic information about the group's climate resulting from the "problem-solving," "fight," or "flight" behaviors of its members. Debriefing this information results in an in-depth process analysis by the group.

Group Survey

TES

Team Effectiveness Survey	$13.95 SN: 1110

Produces data that rates how effectively a team communicates.

The TES focuses on individual and team use of the Exposure and Feedback processes of the *Johari Window*. It provides a comprehensive overview of how effectively a team functions. Members rate themselves and other team members. The resulting profiles serve as a valuable starting point for group discussion and feedback. (Theory video: *The Dynamics of the Johari Window*)

Video Support

The Dynamics of the Johari Window	$149.95 SN: 3620

Demonstrates with vignettes the four basic styles described by the *Johari Window* model of interpersonal processes. The model gives structure and helps us to understand the way we communicate with those around us, and the impact of our communication style on others. Includes instructions for scoring/interpreting the **PRS** & **MRS**. Double its use with teams using the **TES**. (Preview $15) (35 min.)

Self Survey

MSI   **Management Styles Inventory** $13.95
SN: 1100

Managers evaluate behavior styles and compare results with 13,446 managers.

Powerful analysis of management behavior according to the profiles of Hall's Style Parallax model of People/Performance issues: Developer, Manipulator, Taskmaster, Comforter, and Regulator. Enables the manager to evaluate their style against a backdrop of research and a comparison with over 13,446 other managers. Provides profiles in four components of managerial style: Philosophy, Planning & Goal Setting, Implementation and Evaluation.

Co-Worker Feedback

MSA   **Manager Style Appraisal** $13.95
SN: 1105

Creates an awareness of a managers style and the effect it has on others.

Reveals the manager's style and effectiveness as perceived by recipients of their managerial behavior. This valuable information creates an awareness of the impact the manager is having on others and points the way for discussion and change. Normative conversion tables based on data from over 25,993 co-workers. We recommend a minimum of 3 feedback instruments for every self survey to maximize effectiveness.

Video Support

Productive Management: A Matter of Style $149.95
SN: 3660

In-depth explanation of Hall's Style Parallax Model of People / Performance Issues. Creates for the manager an understanding of the benefits and pit-falls of each management style. With real-life vignettes this video dramatizes the impact of each of the five styles: Developer, Manipulator, Taskmaster, Comforter, and Regulator allowing the viewer to proceed toward more effective managing. Includes instructions for scoring / interpeting the MSI & MSA (Preview $15) (36 min.)

Self Survey

SMI   **Styles of Management Inventory** $13.95
SN: 1020

Shows leaders how to relate their behavior to on-the-job situations.

Based on the Blake-Mouton *Managerial Grid*, the SMI yields a total score for each of the five styles 9/9, 5/5, 9/1, 1/9, 1/1. Normative data and conversion tables, N = 13,446, afford personal comparison with both the average manager and the theoretical goal. The SMI provides managers with a way to relate their behavior to their on-the-job practices and to discover areas that need to be changed.

Co-Worker Feedback

MAS   **Management Appraisal Survey** $13.95
SN: 1025

Scientifically based survey generates views on how leaders are perceived.

Also based on the Blake-Mouton *Managerial Grid*, the MAS generates valuable feedback about the way the manager's practices are viewed by those they manage. Managers compare this data with their scores from the SMI for an eye-opening look at their own effectiveness. Normative data and conversion tables based on N = 25,993. We recommend a minimum of 3 feedback instruments for every self survey to maximize effectiveness.

Models for Management - Module 7 Management Style $69.95
SN: 7507

See the **Models for Management** section for more details on this pre-designed training session.

Includes: 1-MSI, 3-MSA, 1-Synthesis of Behavioral Science Concepts Group Excersice.

Videos and Leader's Guide sold separately.

Module 7 - Leader's Guide $24.95
SN: 7507LG

"The best management course I have taken."
- Steve Wooden, Director, Technical Publications, Continental Airlines

Self Survey

SLS | **Styles Of Leadership Survey** — $13.95 SN: 1070

A must for leaders to pinpoint their leadership style.

The SLS employs a grid format in which concern for people and concern for purpose are the dimensions. Unsurpassed in its assessment validity, the SLS pinpoints the precise leadership style used and suggests its impact on others. Essential for all leaders, from supervisory level through team leaders responsible for directing others. Normative conversion tables (N = 2844) included.

Co-Worker Feedback

MAS | **Management Appraisal Survey** *(Has replaced the LAS-Leadership Appraisal Survey)* — $13.95 SN: 1075

Relevant feedback on a leader's strengths and weaknesses.

The MAS provides the manager / leader with their associates' assessment of their management / leadership behavior. It clearly identifies strengths and weaknesses and confirms the manager's/leaders' impact on the group. Widely regarded as the finest feedback tool for leaders who take their role seriously. Normative data based on N = 3176. We recommend a minimum of 3 feedback instruments for every self survey to maximize effectiveness.

Self Survey

PPS | **Productive Practices Survey** — $13.95 SN: 1090

Measures the effectiveness of a managers style.

The PPS measures the degree to which the manager employs practices that research has shown lead to higher quality, increased productivity and a healthier work environment. It pinpoints how the manager is influencing those conditions necessary for overall organizational productivity, and how their practices impact morale and health within the organization. Includes comprehensive instructions for conducting feedback sessions to discuss the manager's managerial practices. This instrument serves as a road map for professional and personal development. Normative data based on N = 1000.

Co-Worker Feedback

SMP | **Survey Of Management Practices** — $13.95 SN: 1095

Compares manager's assessment of themselves with how others see them.

The SMP provides the manager with valuable feedback about the manager's practices in supporting a productive environment. It generates scores that the manager may directly compare with their self-assessment (PPS) and suggests practices that others would like the manager to use. Normative data based on N = 1000. We recommend a minimum of 3 feedback instruments for every self survey to maximize effectiveness.

Trainer's Guide

PPS/SMP Trainer's Guide — $15.00 SN: 1090LG

Designed to assist trainers in conducting sessions using the Productive Practices Survey and the Survey of Management Practices. It covers administration, presentation, scoring and interpretation. The Trainer's Guide contains nine pages that may be used as masters for overhead transparencies.