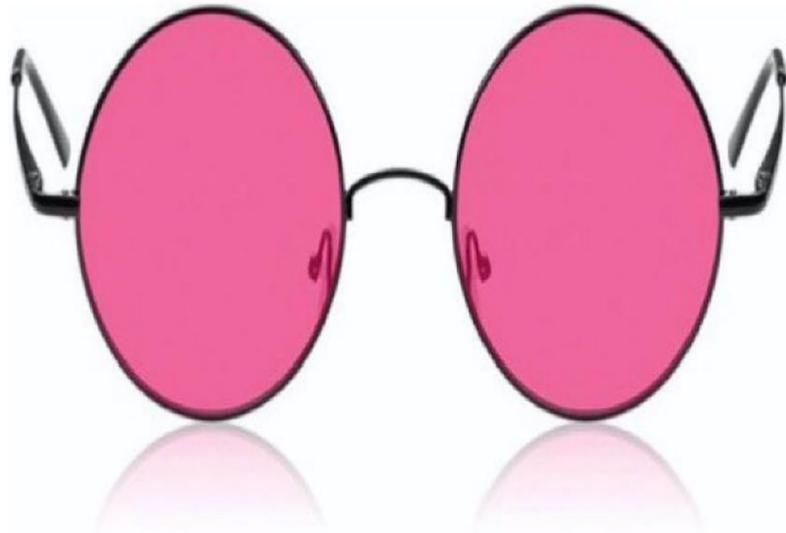
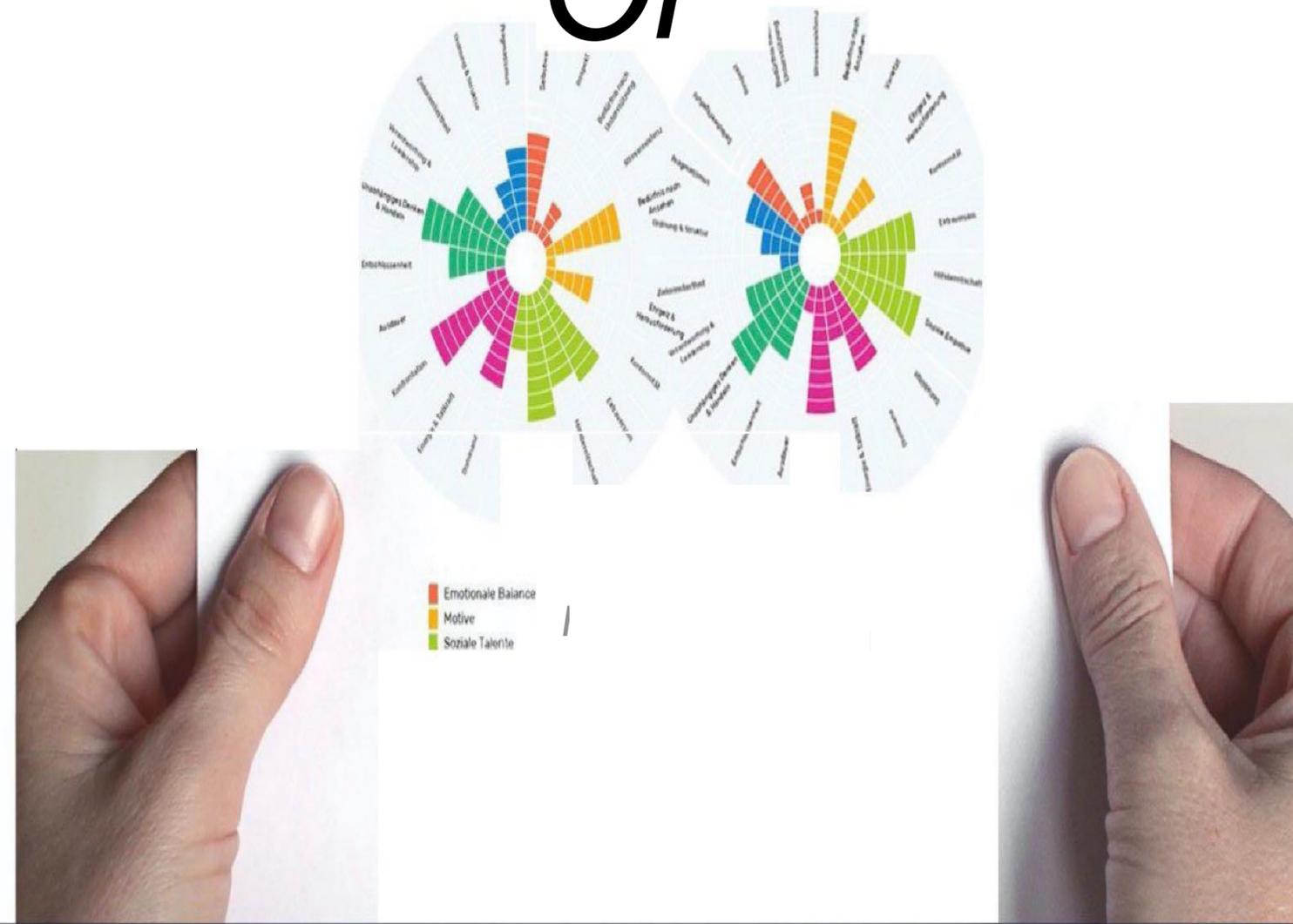


# *Either?*



# *Or*



# *New times. New solutions.*

The importance of talent management has increased due to changing global marketing conditions and requirements

Internal resignation, lack of commitment and the migration of (potential) top employees involve a lot of risks and are decisive for the future market position of your company.

The annual Gallup Engagement Index shows that neglecting the most important 'good' i.e. people costs world economies around 122 billion euros a year. As long as employees are primarily seen as goods, as controllable, adaptable units, the follow-up costs get more massive.

There should be a new way to manage and develop people.

**TMA Method has been helping companies worldwide solve their issues and face challenges for more than 15 years.** And it is amazing how little it usually takes to make things better: developing the right talents and using a talent-oriented approach when working with people can work wonders. The results are higher productivity, job satisfaction, and sustainable entrepreneurial success.

# The Gallup Engagement-Index

is an annual indicator of human resources management. It shows the level of motivation, emotional attachment and related (un)satisfaction of employees in companies. To sum it up:

- Companies need a new quality of employee identification, but they still use the real potential of employees and supportive training measures too little
- Companies miss the opportunity to retain employees. The struggle for the best talent is intensified by internal dismissal, burnout and the absence of internal, effective support measures

122

BILLION EUROS

are the estimated costs companies have to pay yearly because of inner resignation

56%

OF EMPLOYEES

claim they fail to understand how their work goals are related to the goals of their organization.

59%

OF EMPLOYEES

do not see that achieving their work goals doesn't depend on their performance and is not within their responsibility

69%

OF EMPLOYEES

have stated that they feel little commitment to their company

79%

OF EMPLOYEES

feel that their company doesn't show enough support in the process of learning new digital skills

3x

AS MANY

employees, who on the other hand feel supported, feel the emotional bond with their company

65%

OF EMPLOYEES

do not feel their actual talents and strengths are used sufficiently enough in their current job.

2,2x

SO HIGH

is the emotional bond if a conversation with a manager about job performance takes place in the past 12 months

4,8x

SO HIGH

is the emotional bond if a manager exchanges ideas with employees at least five times instead of just once

## TMA

TMA stands for talent and motivation assessment

## TMA

supports companies worldwide with recruiting, onboarding and the customized development of executives. In addition to state institutions and authorities, this also includes companies such as SIEMENS, BAYER, and TOSHIBA.

# What is TMA?

The talent and motivation assessment (TMA) helps you understand under which conditions people are able and willing to show the best performance.

- Understanding individual **talents** and **potential** of people and making out behavioral and communication patterns plays an important role in the whole process.
- TMA helps you get insight into people's strengths, resolve existing or impending **conflicts** and makes it possible to develop employees in a goal-oriented manner and to reinforce existing **teams**.



# Talent Assessment

The TMA Talent Assessment is a personality test that discovers talents and competencies of people and measures the emotional balance, motives and many other important components.

With that information at your disposal, you can determine what further measures should be taken for strengthening the talents and see how the individual or team coaching should be applied in your company.

TMA reports shows:

- Emotional balance
- Motives
- Social talents
- Influential talents
- Leadership talents
- Organizational talents
- Strengths/weaknesses
- Ideal/avoidable communication
- Ideal working environment and management style
- Development potential
- Style of learning and development
- TMA Talent DNA







Clear and crisp reports, that are easy to interpret both for the candidate and the manager:

- What are the strengths of the candidate?
- How are these talents reflected in **behavior**?
- What are the main **needs** of the candidate?
- What **insights** can be derived from this way of (inter)acting and communicating?
- What behavior can be expected in a **team**?





# „What makes you act?“

„Drives“ in positive psychology are the motives that make a person strive for action and waken creative enthusiasm.

In TMA we speak of 22 “drives”. High or low drive scores are demonstrated through preferred, natural behavior in every person and thus become talents.

TMA Method is an important asset for both employees and managers which makes it possible to:

- easily define what **talents** are required for personal development
- get information about the **suitable** working environment and development opportunities
- apply the necessary development activities based on people’s talents



# Talent DNA: overview

TMA Talent DNA gives you a quick and clearly structured overview of people's talents per TMA dimension.

- Depending on 22 **drive scores**, you can see what **talents originate** from them
- Talent Signals show the **potential behavior** of the candidate
- This overview is made up in a positive manner and doesn't show what is right and what is wrong. However, you can see really well if the profile is suitable for a certain position or a task



# *Learning and development style*

The ideal learning and development style based on people's talents can work for both individuals and teams. Team Assessment results are quickly and easily displayed in the TMA Portal. All training measures can be customized accordingly.

- How can we better **train and coach** our candidates?
- How can we make up **seminar groups** in accordance with the preferred style of learning and development?
- What **coaches** would suit different groups best?



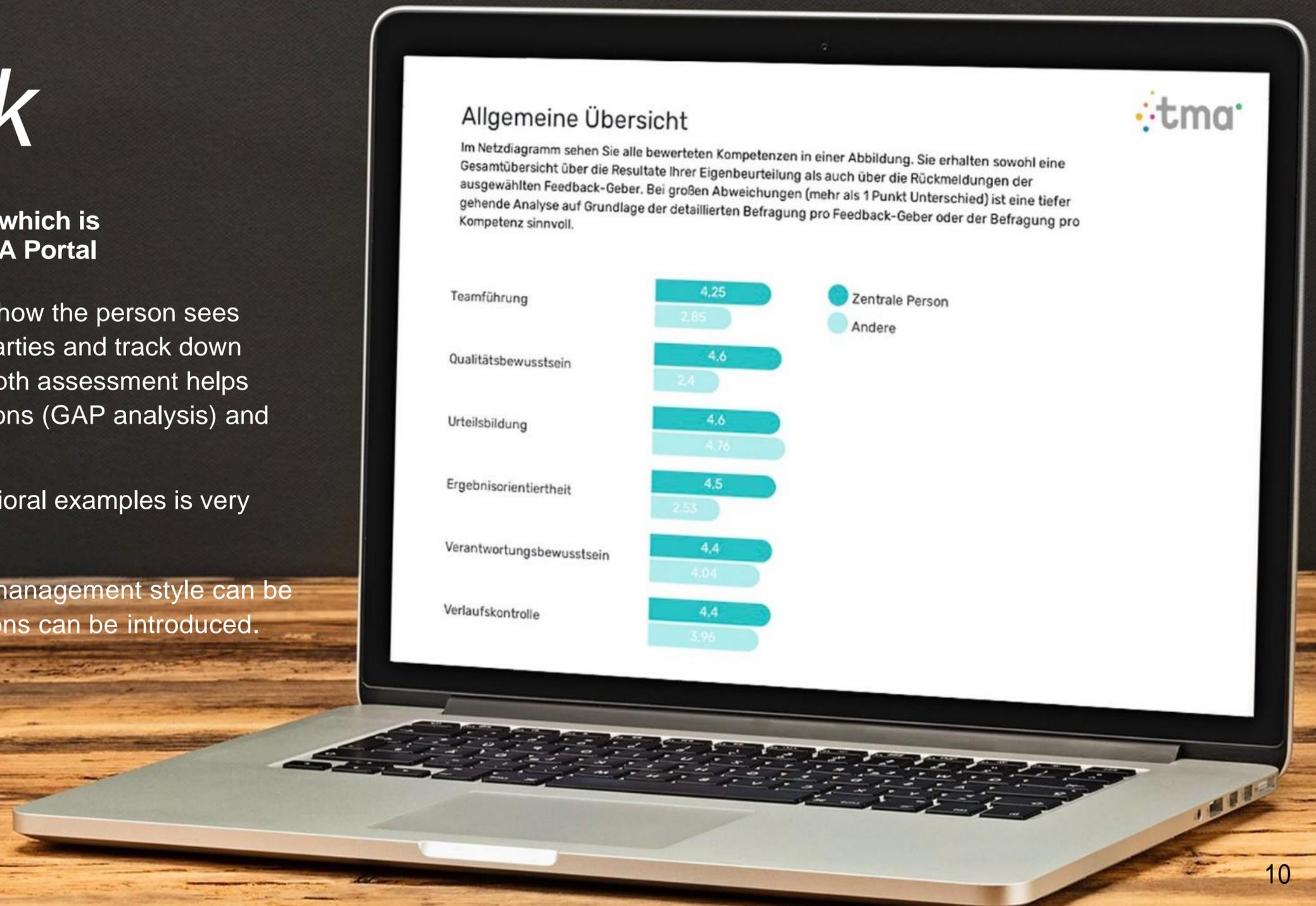
# 360 Feedback

The 360-degree feedback tool which is completely integrated with TMA Portal

It makes it possible to compare how the person sees himself with the vision of third parties and track down major differences. A more in-depth assessment helps to find reasons for these deviations (GAP analysis) and to develop solutions.

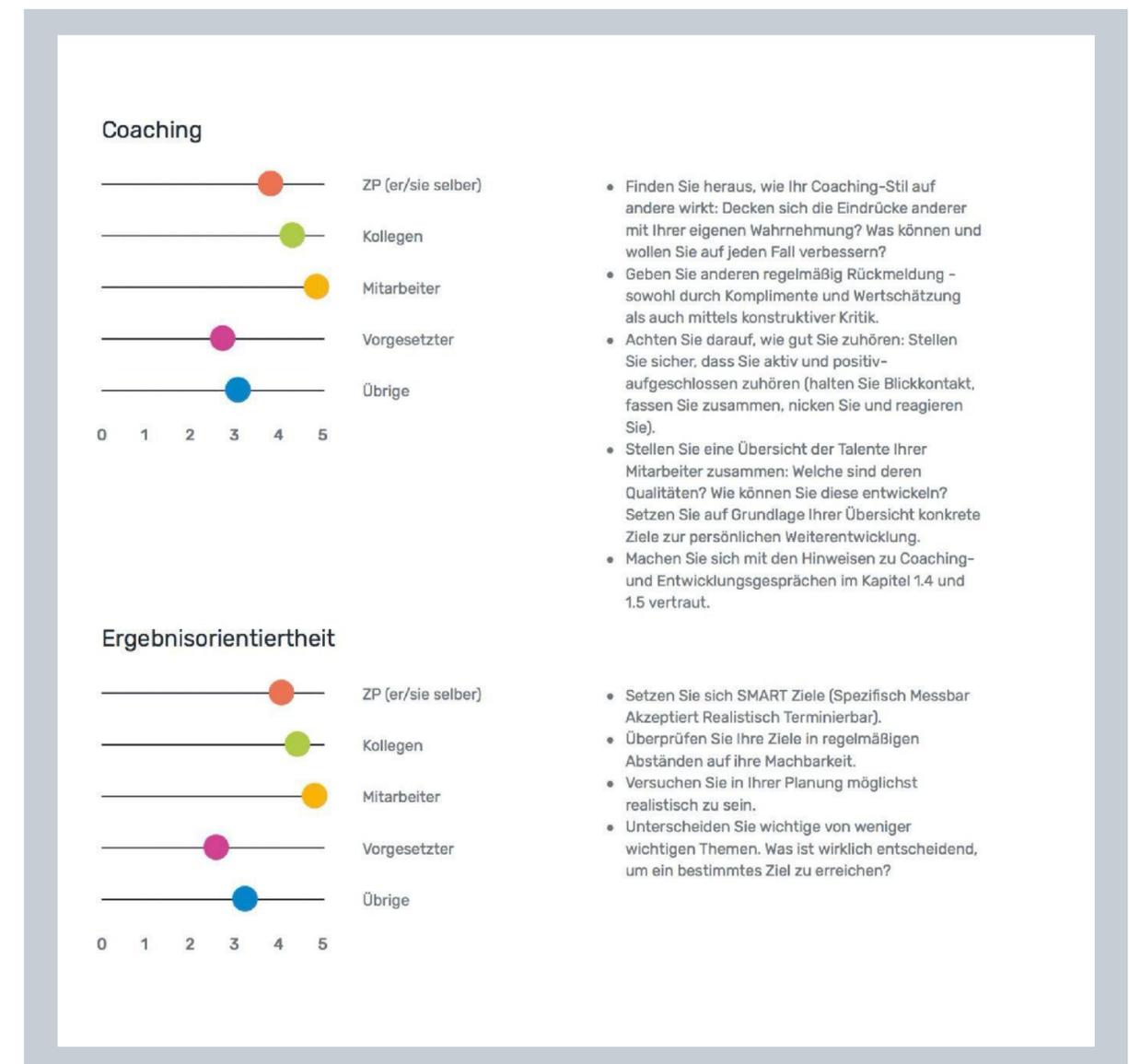
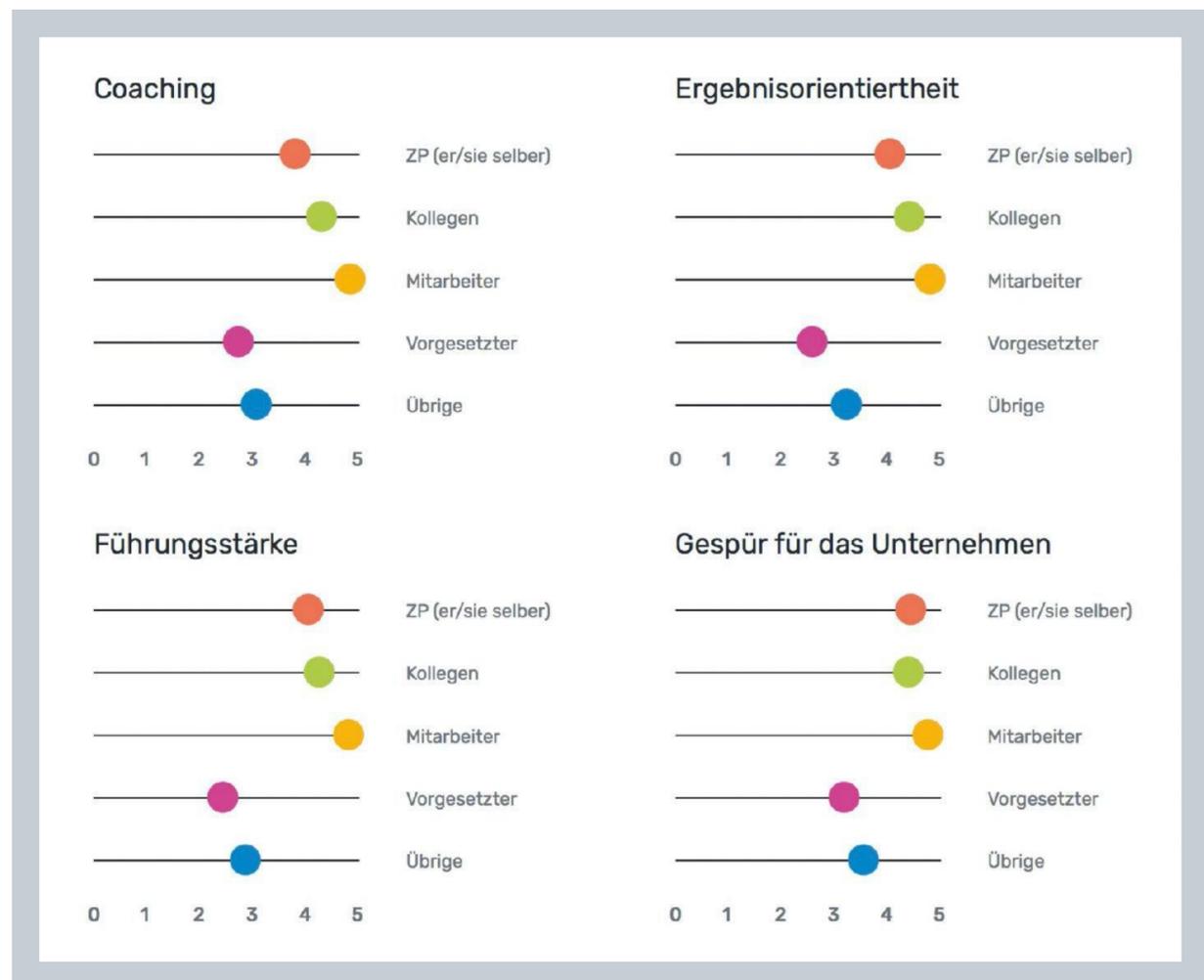
The direct assessment of behavioral examples is very important in that process

With the help of 360 feedback management style can be adjusted and development actions can be introduced.



# 360-degree Report

- Detailed feedback on chosen competencies
- Feedback reflected per feedback providers group
- Specific recommendations for candidates
- Specific recommendations for managers and coaches



# Summary: What we do?

## Objective information

- TMA helps with the personal assessment of people and their talents, especially when important strategic choices and operational decisions have to be made
- ...due to the advanced means of diagnostics based on Positive Psychology
- It helps HR and managers create **customized assessments** of their own. It shows where the weak points lie, offers solutions and allows to test them before decisions are made

## Better decisions

- TMA offers you customized solutions and „All in One“ approach:
- Via the TMA Portal, you are able to start and conduct assessments.

It is easy, fast and (contrary to conventional methods) completely tailored to your needs

## POSITIVE PSYCHOLOGY

The term positive psychology was introduced in 1954 by the American psychologist Abraham Maslow. It is based on the knowledge that the behavior of people - in particular their drive and enthusiasm for creativity - can be influenced and enhanced through positive incentives.

## FULLY CUSTOMIZED ASSESSMENT WORLD

TMA was developed as a complete and integrated system. TMA tools do not just work separately, but can be used in combination with each other.

Thus, TMA has a multiple effect and individuality with the simplest application.

# Where can TMA be applied?

## RECRUITING

- TMA shows strengths and weaknesses of applicants
- our integrated Competency Model makes it possible to define concrete roles and create work profiles  
(„What competencies are required for a function or a role?“)
- easy simulations ("Which of my many positions in the company will suit the candidate best?")
- feedback on behavior after the onboarding phase ("How does my applicant behave and develop specifically in the first six months in the new position?")

## ONBOARDING

- TMA can seamlessly be applied in the recruiting process and accompanies a new employee entering the new job through talent-optimized trainings
- behavior-based feedback (from self-assessments to 360-degree feedback)
- specific development tips that the TMA expert system offers to employees

## EMPLOYEE AND LEADERSHIP DEVELOPMENT

- TMA shows you which talents your employees already have for certain functions
- and which criteria should be used for further development and training measures
- TMA takes the preferred learning style and talents into account and makes training courses more effective

# *TMA Certification*

**Through our certification training, you will become a certified 'TMA Professional' and gain complete access to all TMA tools and reports.**

You will be able to express the knowledge gained from the TMA in the language of your candidates and the levels involved and to implement relevant development measures

TMA Certification Training is aimed at HR managers or managers who have a keen interest in guiding their employees from point A to point B. With TMA, individual talents are revealed, and development processes are strengthened.

Make your organization successful with TMA.  
Become an efficient TMA Professional now.

**The complete training "TMA Professional" comprises three possible levels:**

- **Coaching with TMA**
- **Process and competency management**
- **0-360°-Feedback oriented at talents and behavior**



# 1. TMA Certification Training

**Find out how to use TMA in your organization and what are the main tools and instruments that help to apply TMA Talent Management successfully.**

As a coach or trainer, you want to expand your area of expertise and support people in recognizing and developing their natural talents. As an HR professional, you want to analyze the talents of your employees and managers and advance in the process of recruitment, assessment or development and thus train and develop people in a talent-oriented manner.

*It is necessary to carry out the TMA Assessment and have your personal report as a preparation for the training. This ensures a better starting point. The TMA Certification training lasts 3 days.*

## TMA CERTIFICATION :

- Explanation of TMA drives and talents
- The process of the TMA Talent Assessment  
Conditions for talent assessments
- Talent Cards: reinforcing and neutralizing talents
- Explanation of different talent reports

## 2. TMA Team Building Certification

**In organizations, it is important that teams work well together. The work of a team should be properly divided so that each team member can perform the tasks more effectively. With the help of TMA Team Building, you get direct insight into the behavioral preferences and talents of all team members. You can see which abilities the team has and who would fit to a position best. TMA Team Building also gives comprehensive advice on team management and provides insight into the potential of a team.**

On this day you will receive concrete tools for conducting team assessments. TMA Team Building and a number of work methods that you can apply independently will be introduced to you.

- You will know how to make the most of the new team report.
- You will have concrete work methods that you can apply within your team sessions.
- You will be able to perform team sessions independently using the new TMA Team Assessment.
- You will get the TMA Team Building Professional certificate



### Program

- Introduction
- Theory of new TMA Team Assessment
- Content of new team report
- Terms and challenges for team assessment
- Lunch break
- Work methods for the team assessments. You will be offered concrete methods of work you can apply in your daily practice.
- TMA Team Professional Certificate

A high-angle photograph of a wooden desk. A silver laptop is open on the desk, and a white mouse is positioned to its right. In the foreground, the back of a white chair with wooden legs is visible. The text is overlaid on the left side of the image.

*Become our  
partner now.  
Serve the  
clients in your  
region!*