

## About TMA

The TMA method is a talent development method delivered through a software as a service based on Positive Psychology. The company originates from the Netherlands, is available in 12 languages, and has a global network of distribution partners. TMA Nordic is the regional publisher of the TMA Method for Denmark, Sweden, Norway, Finland and Iceland.

## Summary of the TMA Method

TMA enables organisations to align the behaviour that is expected of an individual by the organisation with the behaviour that comes naturally to an individual.

The expected behaviour can be designed with TMA's competency library that contains 53 competences out of which competency profiles can be composed. The competences reflect the culture, values, mission/vision of the organisation and the expectations of the specific job position a person (will) exercise(s).

The natural behaviour of an individual on the other hand, is the behaviour that reflects an individual's talents. TMA assesses this behaviour through an analysis. TMA presents through dashboards in the online portal if an individual has the talents to exercise and develop the expected competencies of the organization and the job position. This is the fundament of The TMA Method and the starting point of Integral Talent Management.

### IDENTIFIED ROLES @TMA

**Board:** secures culture, values, mission / vision of the company with the mindset that people development is a key priority.

**Management:** translates the expected culture, values and mission / vision into competency profiles and secures individual development of these competences for teams and team members.

**HRM:** business support of management when it comes to specialized expertise of natural behaviour and competency development.

**Individual:** an individual connected to a certain organisation that likes to develop him- or herself under own direction and ownership. Examples: employee in a company, a student at a university, a job seeker at employability center.

## Integral Talent Management

Integral Talent Management is developing an individual during its entire employee journey. New hires and existing employees, can use the TMA Method during their career. According to a predetermined Rhythm of Business, Management, in cooperation with HR, develops together with each individual a personal development plan. Individuals can develop through four levels of a competency until they become specialist at their job position and are ready to move on to the next step in their career.

The TMA Method identifies and supports the 6 phases in the employee journey:  
**acquisition | onboarding | teaming | performing | succession | mobility**

## Pricing

Integral Talent Management by The TMA Method is available by annual individual subscription. All features are included and data is accessible during the agreed license period. Pricing is determined after adoption rate and volume.

TMA is ISO 27001 | NEN 7510 certified. More information: [www.tmanordic.com](http://www.tmanordic.com)

## Objectives that can be resolved with the TMA Method

- > Systematically design competency profiles for job profiles
- > Assessment of employees on their talents and create self-awareness
- > Align competencies with people's talents
- > Continuous personal competency development
- > Team optimization, compiling teams based on competencies and talents
- > Recruitment
- > Improvement of employee retention
- > Succession strategy's
- > Change management
- > Reorganisations
- > Organisation integration in mergers
- > Mobility (Right placement / Outplacement)

## The TMA Method contains the following features

- > Competency profile design
- > Talent assessments | Hiring assessments | Team assessments | Career assessments | 0 /90 /360-degree feedback assessment | Cognitive Ability assessments
- > Dashboards for managers
- > Personal dashboard
- > Reports
- > Teaming: compiling complimentary teams | distribution overview of talents and competency's | team dashboards
- > Performance matrix for individuals and teams: presents the degree of talent compared to the level of development of competencies.
- > Competency Set Assessment: stakeholders give systematic feedback on a draft competency profile with the purpose to prevent bias and time.
- > Recruitment talent pool: show the degree of talent each individual (external or internal candidates) has for a certain competency profile.
- > Questionnaires: varying from open questionnaires to template questionnaires about agility, communication, organization, management, employment, development etc.
- > Planned Q3 2021: My Talents - the personal portal will be redesigned with micro learning (+/- 1.000 workshops will be available), dashboard of an individual's talents, sharing of talents and feedback