



The Metiss Group™

behavior experts at work

The TMG Individual Development Process is based on the 70:20:10 Learning and Development Model and follows that development is self-directed and most learning occurs as part of the workflow and not in away-from-work training situations. We believe the most effective way to learn and develop a new skill or behavior is to apply and practice it on the job and in real life situations. Because of this, our development process includes these key elements of success.

- 70% applying and practicing strategies in real life work situations
- 20% feedback and observing bosses, mentors and coaches
- 10% formal training—courses and books

TMG coaches provide support in three different ways by serving as:

- feedback coaches providing assessments, feedback and development plans
- content coaches focusing on building specific skills
- accountability partners guiding employee's through the development process

TMG Individual Development Process

Phase I-Discovery

In this phase review sessions with leaders and/or current bosses are facilitated to determine strengths needed to align with company vision and current role. Employee is assessed using various assessment tools such as the LEA 360 Feedback Analysis, DISC and Motivators, Hartman Profile and Watson Glaser Critical Thinking Test to determine current strengths and areas for potential development based on needs of current and future roles. A session with employee is then conducted to review assessment results, determine personal development goals and skill gaps.

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| Step 1 | Leader/boss feedback session |
| Step 2 | Current skills assessment |
| Step 3 | Employee review session |

Phase II- Analysis and Development of Individual Development Plan

In this phase all data and input are analyzed, coaching objectives are created and presented to the leader and employee and adjusted as needed. The coach and employee then create action plans for each area of developmental focus.

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| Step 1 | Analysis |
| Step 2 | Create Individual Development Objectives/Measureables |
| Step 3 | Individual Development Objectives presented to Leader and Employee |
| Step 4 | Coach and Employee Create Action Plans |

Phase III-Execution of Action Plan

In this phase the coach works with the employee once monthly to provide tools and strategies to support objectives and review and discuss progress in applying practices. Leaders are updated periodically with progress reports and engaged to provide additional support to employee as needed. Coaching initiative is analyzed periodically to determine overall effectiveness and continuation.

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e info@themetissgroup.com w themetissgroup.com

6633 Eighteen Mile Road / Suite 3D / Sterling Heights / Michigan 48314 / p 248.522.2593
1116 Torrence Circle / Davidson / North Carolina 28036 / p 704.837.0696