

# Transformational Work Practices

Clear, practical strategies for  
improving individual, team and  
organisational performance.



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The acquisition of knowledge alone does not deliver value to an organisation.

Improvement in organisational performance requires behavioural change.

*Value is realised  
when people do things  
differently.*

# Overview

The Transformational Work Practices (TWP) programme provides leaders with the insight, communication skills and strategies they need to effectively manage the transformation of work teams towards a performance and learning style.

In particular, the TWP programme focuses on identifying specific behaviours that require change, introducing the human-social factors that drive those behaviours, and developing a plan to realise the desired changes. Coaching support is provided to generate confidence in applying new strategies.

The TWP programme will provide leaders with:

- improved communication skills
- an understanding of human-social factors and strategies for their use
- a clear understanding of current and preferred organisational performance
- a plan for applying new skills and strategies
- on-going coaching to support the introduction of new strategies.

Typically a TWP programme would include a review of existing systems and procedures and their effectiveness in supporting improved organisational performance.



# Human-Social Factors

The factors that influence human behaviour and ultimately the contribution that an individual makes to the organisation.

An individual's contribution is not only influenced by their capability but by their motivation, focus of attention and disposition towards both co-workers and the organisation.

Tima Consulting understands the human-social factors that influence an individual's performance and the techniques that can be applied to optimise individual and team outcomes.

Understanding human-social factors and applying appropriate techniques leads to improved individual and team performance in areas such as:

- the degree and style of motivation
- preparedness to take “emotional risk”
- preparedness to assist other team members
- minimisation of social loafing.

An understanding of human-social factors facilitates the development of a leadership style that directs team culture towards one of performance and learning. This in turn leads to teams that are more accepting of change, are prepared to take risks to improve performance and are cognitively engaged in achieving organisational goals.



# About Tima

We understand human-social factors and their application in driving behaviour change and improving organisational performance.

Tima Consulting works with businesses to improve individual, team and organisational performance through the effective application of human-social factors.

Tima Consulting's approach develops the cognitive engagement and intrinsic motivation of employees, as well as work practices that lead to a performance and learning environment.

Tima Consulting's focus is on practical techniques that drive meaningful and sustained change. Interventions typically span a medium to long term and involve a review of the existing workplace. The review is followed by a Transformational Work Practices programme and software implementation where appropriate.

The services and software delivered by Tima Consulting are based on many years of experience, observation and research.

Tima Consulting has a proven track record of implementing effective change strategies which address both the human and cultural aspects of organisational performance.



# Software and Services

esCollate provides real-time data capture and feedback for manufacturing, establishing a solid platform for streamlining processes and engaging factory employees.

The esCollate software is supported by a range of services that include a review of the work environment, training and coaching of front line managers, and the implementation of strategies that improve every day performance.

esCollate provides sophisticated factory modelling that includes analysis by machine, line, line area, route and factory area. Support for varying shift patterns and product details specific to each product-route combination allow complex operational activity to be accurately logged and reported.

esCollate supports lean manufacturing and continuous improvement initiatives with accurate, objective information. A full time presence on the factory floor keeps the focus of attention on key performance measures.

An implementation of esCollate delivers the following benefits to the organisation:

- Accurate, objective data on plant performance including OEE
- Cognitive engagement of factory employees and linking of factory floor teams
- Support for structured communication between factory employees and front line management
- Accelerated uptake of lean manufacturing and continuous improvement initiatives.

For more information please go to  
[www.escollate.com](http://www.escollate.com)



# More About TWP

The first step in the TWP programme is a Workplace Review. The review provides Tima Consulting with an understanding of the workplace and issues from the perspective of employees and leaders.

A presentation and written report are delivered to senior management that highlights the findings of the review and suggests issues that could be addressed during the training and coaching stage of the TWP programme.

The TWP programme content is arranged in a series of modules that are delivered to groups and individuals as required. Each module is aligned with one or more of the following themes:

- Motivation
- Teams
- Communication
- Change.

Feedback will be provided during the delivery of the TWP programme. Following the delivery of the TWP programme, a summary report is presented outlining the process undertaken, discoveries made and the changes that have been implemented.



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