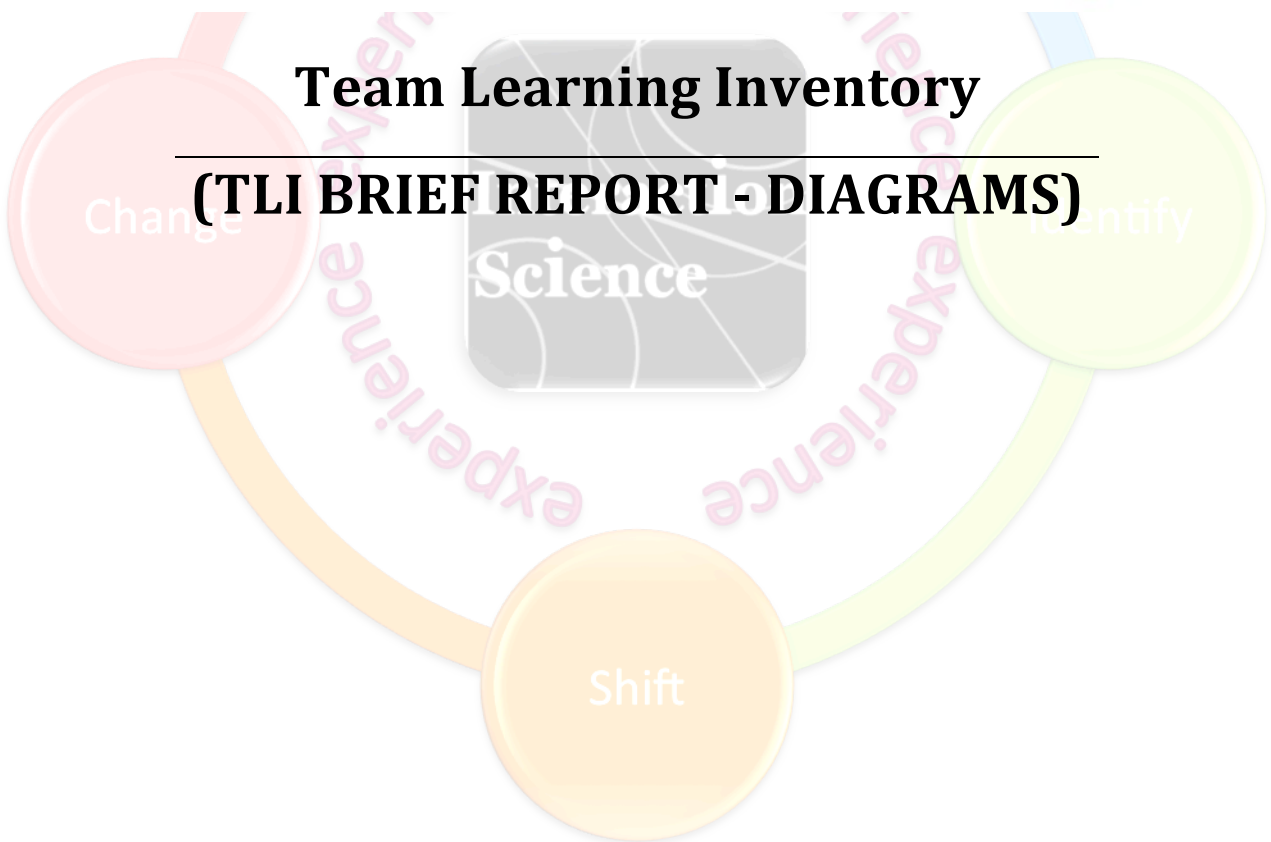




Team Learning Inventory

(TLI BRIEF REPORT - DIAGRAMS)





USING THE TLI: Organizations and Educational Institutions

In today's organizational environment, the increasing need for leaders and managers to develop skills to work with and lead teams is becoming highly significant to success. As organizations become more team oriented, the critical need to understand the complexity of the team experience should not fall by the wayside. The TLI can be used to help leaders and managers of teams understand this complexity and to develop the skills to help their teams develop. Averaging all team mappings can also help leaders understand the culture of their organization.

In educational institutions, having students work in teams is very much part of courses and sometimes even a requirement in both undergraduate and graduate programs. Instead of teaching about what is important to teams and just having students experience teams, the TLI pushes this a step further by helping students to: 1) understand the complex nature of teamwork through the use of a common language; 2) obtain concrete measures of baseline levels of Actual and Desired team interaction; 3) engage in team directed learning; 4) obtain concrete measures of team development based on longitudinal measures of Actual and Desired team interaction; and 5) develop the skills required to both lead, manage and be effective team members. Dealing with the complex nature of the team experience should no longer be farmed out to fringe team programs but included in educational programs as part of student and team learning and development.

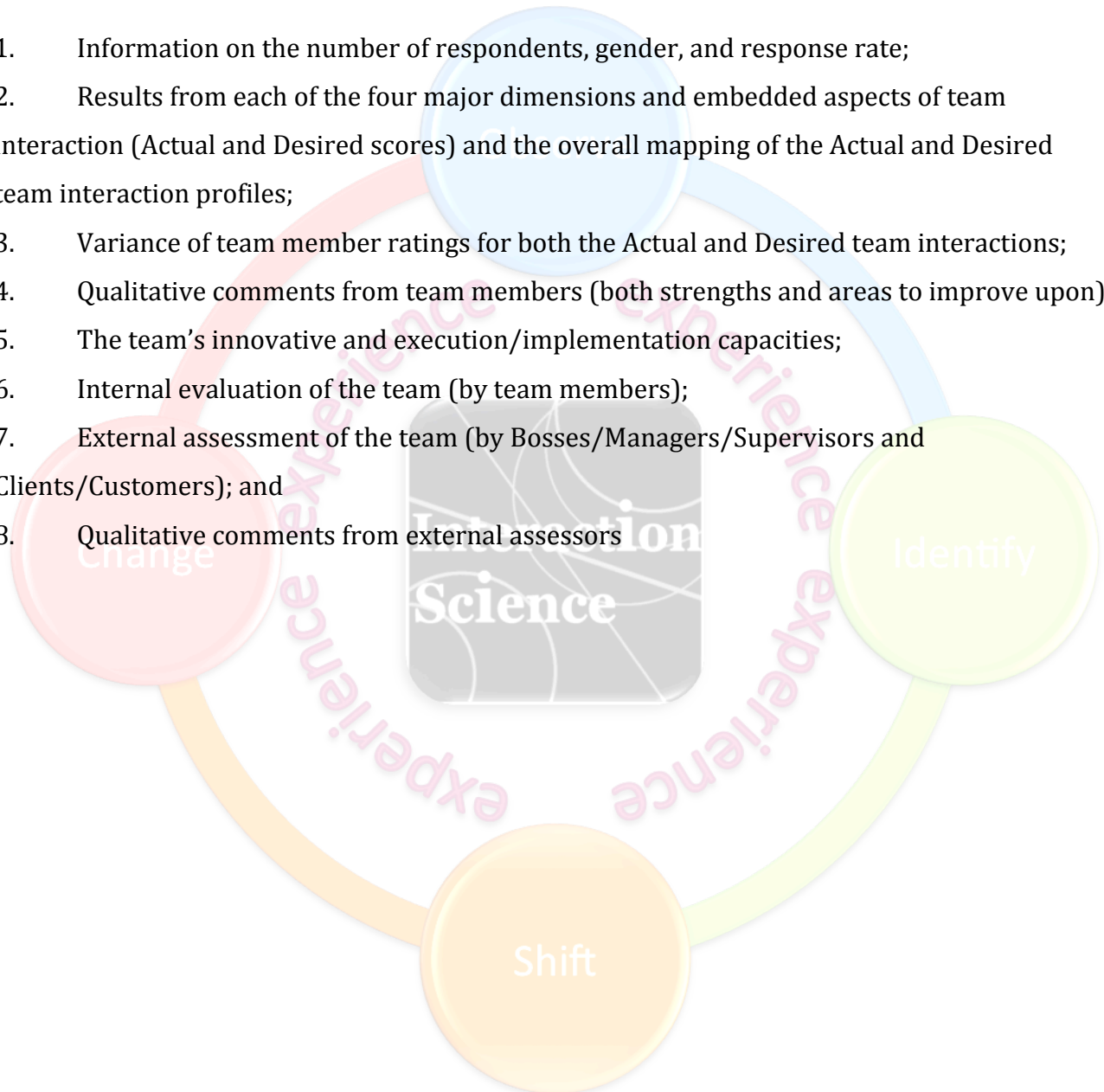
At Interaction Science, LLC., we lead the world by measuring, mapping, and creating a 360 feedback system capturing actual and desired interactions; proving scientifically that these are measures at the group level; and creating a sound structure for effective team coaching.



COMPONENTS OF THE TLI REPORT

The different sections of the TLI report comprise of the following pieces of information:

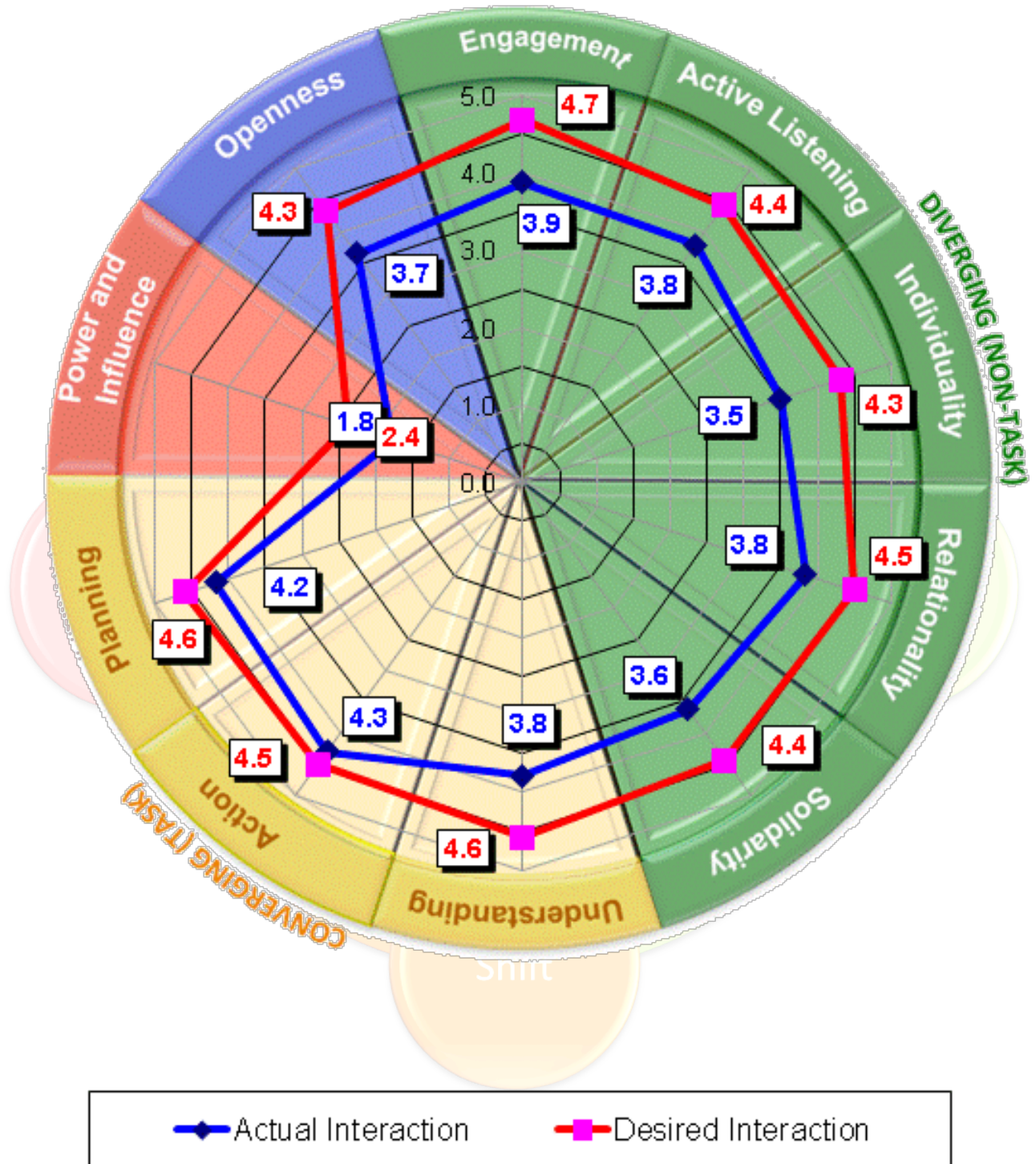
1. Information on the number of respondents, gender, and response rate;
2. Results from each of the four major dimensions and embedded aspects of team interaction (Actual and Desired scores) and the overall mapping of the Actual and Desired team interaction profiles;
3. Variance of team member ratings for both the Actual and Desired team interactions;
4. Qualitative comments from team members (both strengths and areas to improve upon);
5. The team's innovative and execution/implementation capacities;
6. Internal evaluation of the team (by team members);
7. External assessment of the team (by Bosses/Managers/Supervisors and Clients/Customers); and
8. Qualitative comments from external assessors





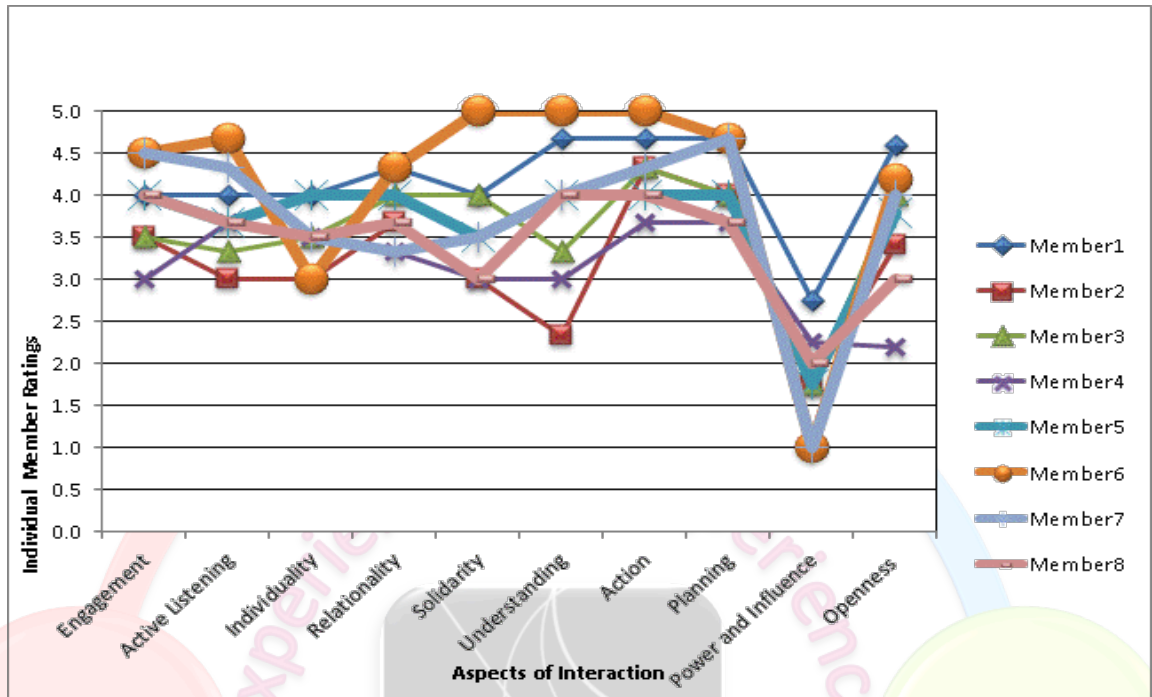
OVERALL MAPPING

(Actual and Desired Interaction)

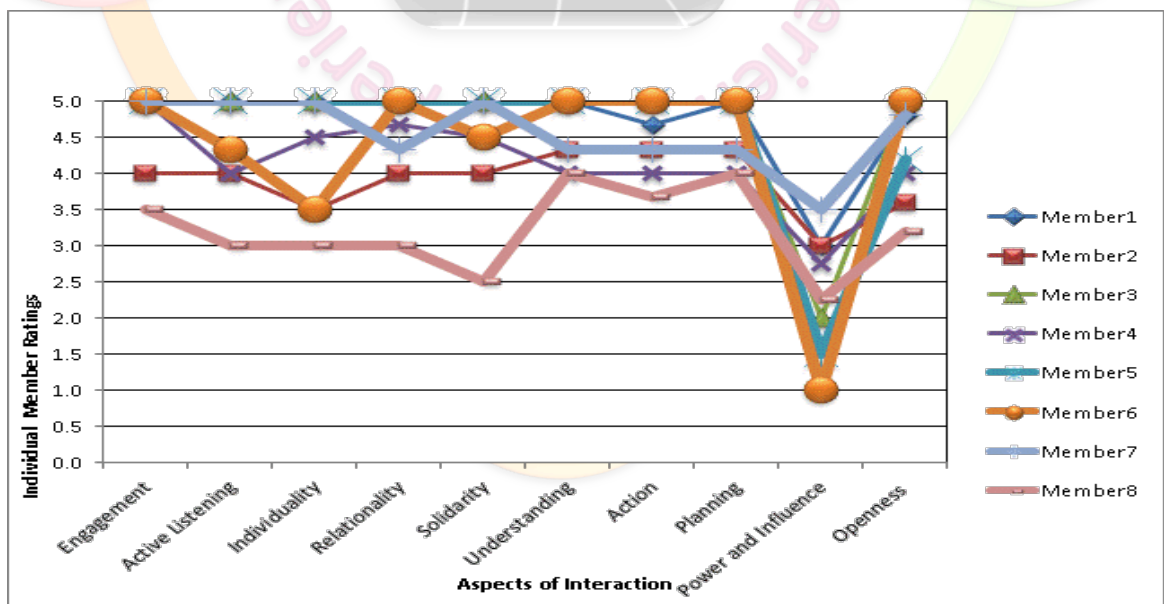




Variance of Team Members' Assessment (Actual)

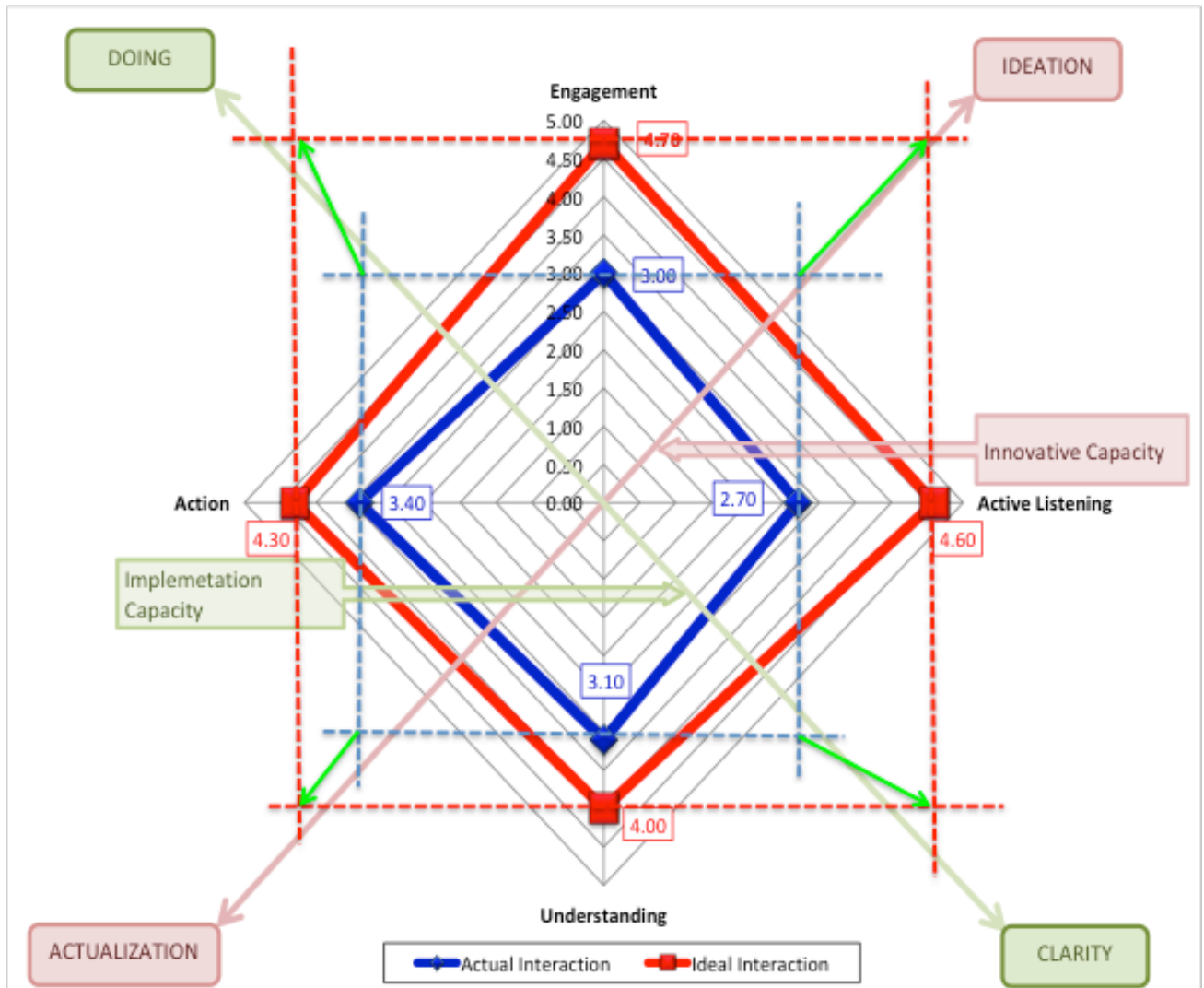


Variance of Team Members' Assessment (Desired)



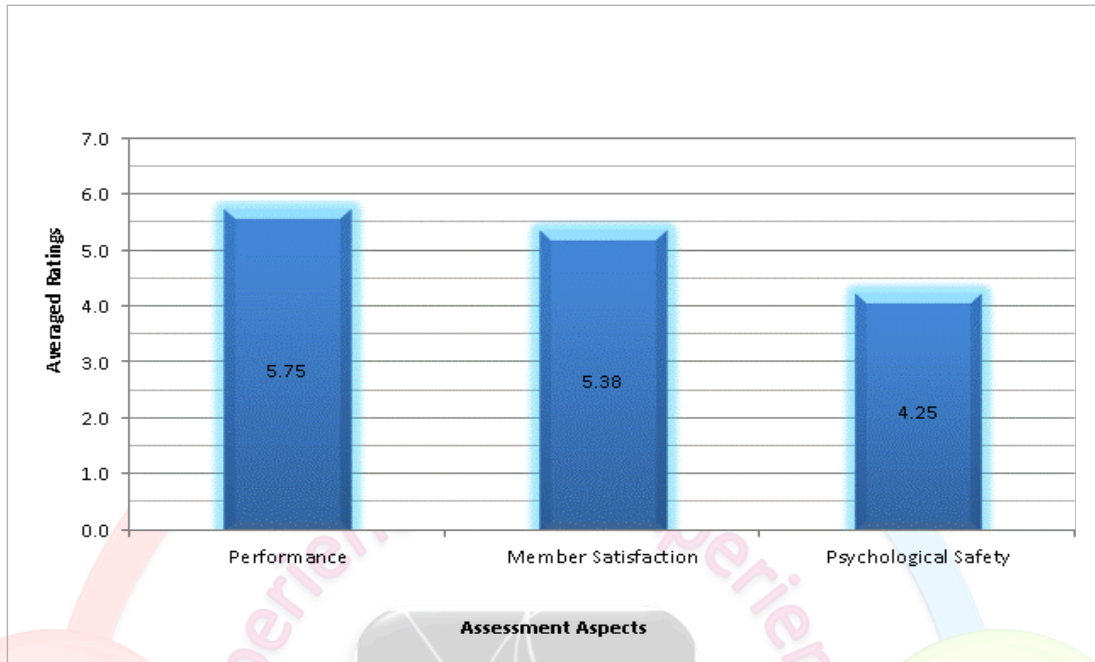


Example of Team Innovation and Implementation/ Execution Capacity Profile.

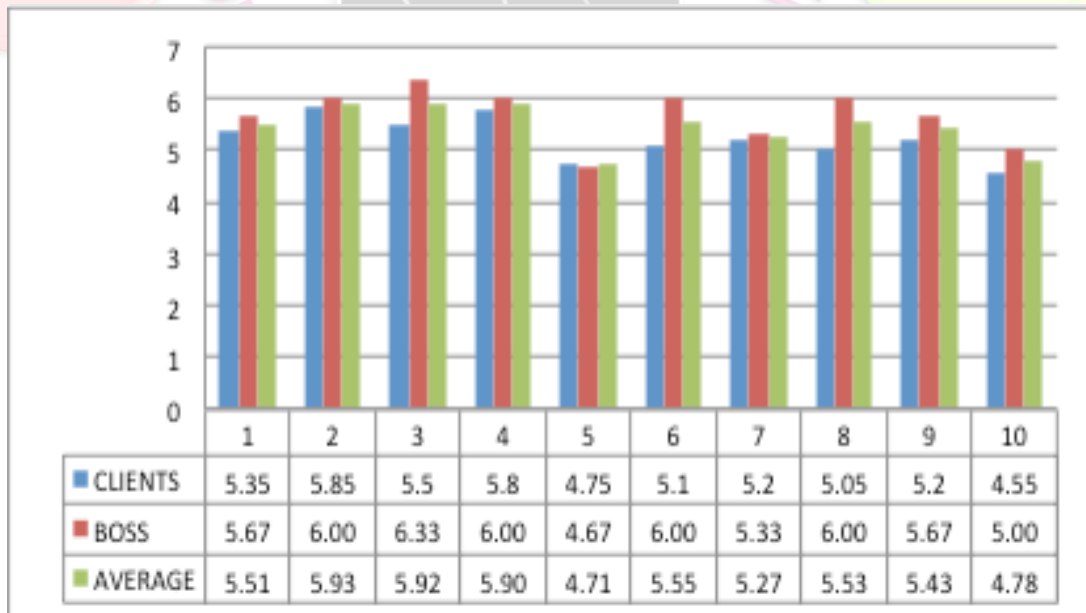


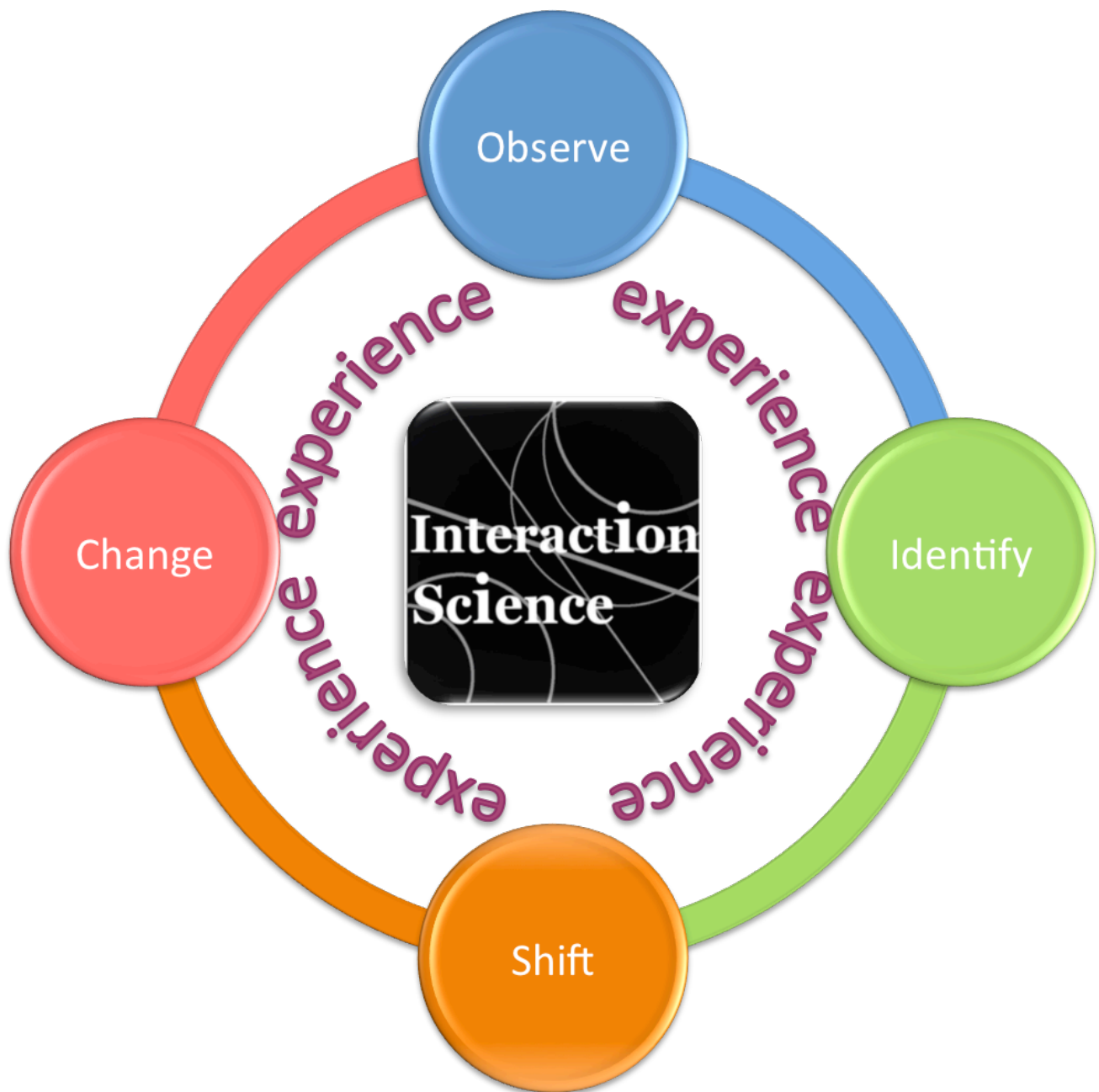


The internal evaluation of the team



The external team assessment results for four major aspects of their experience with the team.





CONTACT OUR TEAM:

Interaction Science, LLC

Corporate Communication

1403 Copper Trace #201

Cleveland Heights, OH 44118

www.interaction-science.com

admin@interaction-science.com

Phone: +1 (216) 334-9052