

**Tis Talks TEAM** is a unique Leadership Development Programme, created through collaboration between **Paul Tisdale**, a highly successful football manager, and Teamwork and Management development consultants **Team-i**.



Taking the strategies and techniques developed from his extensive experiences in football, Paul has written a series of modules that will help transform your business.

They can be delivered as a single 90 minutes workshop, OR as a comprehensive leadership programme incorporating all seventeen modules. Including the Tis Talks TEAM signature module - developing your CULTURE - A full day session that acts as an entree into the programme.

Paul's modules address all issues from defining your purpose to communicating under pressure, within the following three categories;

**STRATEGY      TEAM      DELIVERY**

Each module features a unique Tis Talks TEAM (TTT) model that can be applied to your business.

## **STRATEGY- Know your business**

### **1. Set your compass**

**The importance of purpose** - “There are good clubs and good managers, but they need to fit together”

Objective: Understand the importance of a shared purpose

**Define your purpose** - “Set your direction”

Objective: How to define your purpose

**Alignment to the purpose** - “There is more than one way to win, we just (need) to be good at ours”

Objective: How to achieve belief in leadership and alignment to the purpose

**TTT Model:** Define your purpose

### **2. Build a framework**

**Create a strategic model** - “Your filing system”

Objective: Understand how a framework allows you to ask the right questions

**Apply industry benchmarking** - “You can’t make a chicken sandwich out of chicken s\*\*t”

Objective: By understanding your own capabilities you can create the right processes

**Define future success** - “Drive the business”

Objective: How to gain agreement as to what is realistic

**TTT Model:** The Playing cycle

### **3. The value of consistency**

**Build context and structure** - “The business reflects the boss”

Objective: Understand how consistency and stability improves performance

**Plan your decision-making process & schedule** - “Navigate past the noise”

Objective: Understand how to give yourself the best chance of making the right decision

**Strategies to support on-the-spot decision-making** - “I only work 5 minutes a day, the trick is knowing which 5 minutes”

Objective: Demonstrate how to make decisions under extreme pressure

**TTT Model:** The Rule of 3

**STRATEGY- Know your business**

**4. Create momentum**

**Understand your consumer** - “Everyone points in the same direction”

Objective: Demonstrate the importance of ensuring your product satisfies your consumers

**Identify quick wins** - “Find the low lying fruit”

Objective: Demonstrate how quick wins create momentum

**Identify the asset** - “Recognise the windfall moment “

Objective: Understand where the quantum leap in fortune lays

**TTT Model:** The Momentum model



## **TEAM - Development**

### **1. Resourcing**

**Implement recruitment & talent ID systems** – “Establish your USP”

Objective: Give yourself the best chance of getting your recruitment right

**Build a balanced squad** - “round peg, round hole”

Objective: Demonstrate how to create a structure that allows successful recruitment

**TTT Model: ‘The Carlisle Test’**

### **2. Build Relationships**

**Develop relationships** - “Make it personal”

Objective: Recognising that by putting relationships centrally, long term success can be achieved

**Coach with a passion** - “develop the people”

Objective: Techniques to help with target-setting and engagement

**TTT Model: ‘555’**

### **3. Manage talent**

**Optimise talent** - “less is more”

Objective: Gain an insight into how talent was optimised in elite football

**Nurture talent** – “your role should reflect your nature”

Objective: Demonstrate the importance of allowing personality to flourish

**TTT Model: ‘5 star talent’**

### **4. Take ownership**

**Encourage responsibility** - “right time, right place, thinking the right thing”

Objective: Understand the importance of accurately judging your own performance

**Manage performance** – “make yourself indispensable”

Objective: Consider the minefield of effective praise and recognition

**TTT Model: ‘Judging your own performance’**

**TEAM - Development**

**5. Bumps in the Road**

Build resilience in your team - “tough days are the best days”

Objective: Understand how resilience is created in a high-pressure environment

Help the individual - “psychological repositioning”

Objective: Demonstrate the importance of a positive mental state

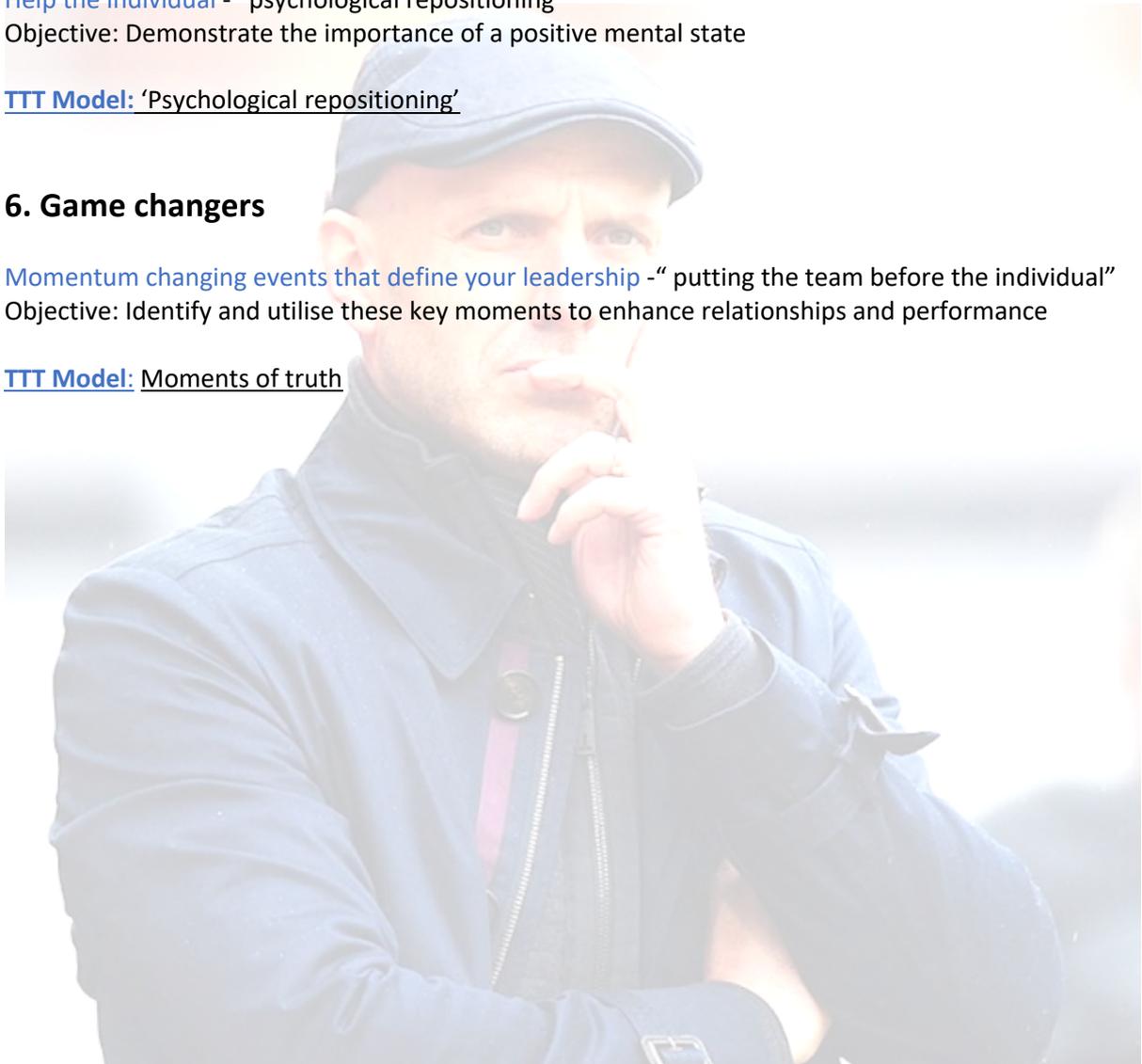
TTT Model: ‘Psychological repositioning’

**6. Game changers**

Momentum changing events that define your leadership - “putting the team before the individual”

Objective: Identify and utilise these key moments to enhance relationships and performance

TTT Model: Moments of truth



**DELIVERY - Win the next match**

**1. Clarity ... not confirmation**

**Beat the competition** – “Know your Route-To-Goal”

Objective: Understand the importance of being true to your core values

**Strategies for success** - “survival of the adaptable not the fittest”

Objective: Gain an insight into how an elite football manager developed his strategies for success

**TTT Model:** Clarity

**2. Get ready for battle**

**Analysis & planning** - “the battle is won before the war begins”

Objective: How analysis allows processes to be developed

**Practise & preparation** - “fail to prepare, prepare to fail”

Objective: Consider how the methods in elite football can be applied to business

**Implement & reset** - “play to the final whistle”

Objective: Consider prioritising the output over following the plan

**TTT Model:** Preparation to Implementation

**3. Communication**

**Pre match team talk** - “99% of what’s required is already learnt”

Objective: How the next game is the most important

**Half time team talk** - “how much do you want it!... or not”

Objective: Know how to improve performance with decisive intervention

**Post match briefing and press call** – “act in haste... repent at leisure”

Objective: Understand why this is the most important talk of the week

**TTT Model:** Communication is vital

**DELIVERY - Win the next match**

**4. Teamwork**

**Collaboration** – “we all gain from success”

Objective: How to develop your team’s characteristics

**Connections** - “without connection there’s chaos”

Objective: Understand how a team can be greater than the sum of its parts

**TTT Model:** How a Team delivers more

**5. Let the players PLAY**

**Create the platform for success** - “structure before freedom”

Objective: Recognise how structure allows creativity to thrive

**Encourage creativity** - freedom or competitiveness? - “Find the flow”

Objective: Understand how freedom encourages both creativity and competitiveness

**TTT Model:** Structure allows creativity

**6. Deliver under pressure**

**Decision making** – substitutions – “take a deep breath”

Objective: Understand how decisions are made under extreme pressure

**Penalty shoot outs** - “the more I practise, the luckier I become”

Objective: Understand how to implement actions under extreme pressure

**TTT Model:** Performing

**TTT signature module**

**Develop your culture**

**Find the sunshine in your business** – “It’s more than a business, it’s a family”

Objective: Understand what drives culture and how you can develop a positive environment

**TTT Model:** Tis Culture

What our clients say...



“The Tis talks Team session was really inspirational. The delivery was engaging, and the content gave a great insight into how to improve the performance of our team. Their models are easy to understand and very effective.”

Conrad Davies  
Partner  
Osborne Clarke LLP

“The team really enjoyed the Tis talks Team sessions. The content was excellent and really relatable. We will be working to put the strategies that we covered in place.”

Ben McKeown  
Investment Director  
Dowgate Wealth Ltd

