

NetTPS allows individuals, teams and organizations to explore their potential for development *in the future*. This future orientation is distinct from the many outdated approaches that use past experience and competence as the only indicators of future success.

The fundamental NetTPS premise is that people are restricted from developing their potential by simple habit. People form comfort zone boundaries by continually repeating actions that have previously produced success until these behaviors become automatic and unthinking.

NetTPS allows people to identify these habits, then consciously exploit fresh options for thinking and action that are consistent with their values and aspirations. With increased awareness, commitment and appropriate resources, people can readily expand their comfort zones, realize previously untapped potential, and see how to increase their contribution to the organization. Time and attention is focused on delivering practical results that benefit the 'bottom line'.

Unexamined values and inadequate levels of competence often limit access to potential. NetTPS reveals these limitations and indicates the action needed to move beyond them. The result is an immediate improvement in performance, coupled with on-going development. NetTPS matches each individual's potential and development needs with the optimum roles to ensure successful development and greatest benefit to their organizations.

NetTPS Modules

Though NetTPS is powerful analytic method, it is quick and easy to use. It is comprised of five web-based modules with a CD-ROM based development and action-planning module. Each module can be used singly or in any combination to reveal hidden potential and develop it to its fullest.

Values

Values are the source of people's direction and meaning and the basis of all commitment and motivation. They are the origin of decisions about what really matters and are therefore worth time and attention. Unexplored values, expressed through habitual and automatic choices, limit learning and undermine performance.

Values also shape people's 'fit' with roles, teams and organizations and affect potential for career development. Someone's precise values are not as significant as understanding how strongly they are held and how they will affect work decisions and interactions with others in the organization.

NetTPS identifies core values, 'hot buttons' and 'blind spots.' Each has a major effect on commitment and relationships. Once understood and appreciated, working with values facilitates communication and creates a solid platform for performance and growth. Poorly understood values easily create miscommunication and friction, and cause competent and dedicated individuals to perform below expectations.

Habits of Thinking and Action

The NetTPS Habits of Thinking and Action module reveals habitual patterns of attention. Where we automatically place our attention determines how we approach tasks and see the world around us. NetTPS distinguishes six fundamental ways of thinking and taking action: processing information, thinking creatively, exercising judgment, getting things done, solving problems and managing relationships.

This module also indicates peoples' comfort level in operating at different organizational scales: focusing on immediate tasks or current goals; developing management systems; designing leadership tactics or strategies; or increasing corporate vision. People develop comfort levels within these organizational scales. Developing potential requires deliberate stretching outside such comfort zones. Unless it is managed, stretching can easily turn into stress, causing frustration and disappointment. NetTPS lets people see where to start within their 'stretch zones' (areas where the comfort level is already high) creating development practices that will enhance their strengths and maximize quick success.

Competences

Competence is always based on past performance: what people already know how to do. It includes knowledge, skills and experience. Deficiencies in any of these three constituents will lower credibility and make it harder to gain the opportunity to develop further.

The NetTPS Competences module compares current competence with the opportunities people have had to develop, based on their career histories. By linking competence to development opportunities, NetTPS produces a realistic survey of past learning. People can then see clearly what needs to be done to improve their credibility in current and future roles.

Individual and Organizational Role Profiling

The most usual ways of profiling roles rely on listing accountabilities or setting the desired levels of competence. Both look at 'what' is to be done, but miss the critical ingredient of 'how.' The effectiveness of managers and knowledge workers, in particular, depends on matching a job's essential purpose and scope with the motivation and potential to find more effective ways rise to this challenge. NetTPS Role Profiling focuses on what a role is designed to achieve and how it must contribute to overall organizational performance, indicating clearly the potential that must be accessed to deliver significant results.

Using the Individual Role Profile, individuals profile their own roles. Organizational Role Profiling allows others to profile the role. The results of both reveal where alignment or gaps exist in expectations, the competences required and the areas for development. Future roles or proposed roles can be profiled just as easily, providing critical information for successful implementation of change or restructuring.

NetTPS Role Profiling lets you match people with jobs that provide the right element of 'stretch' while ensuring basic competence from the start. From a succession management standpoint, role profiling significantly reduces the risks associated with critical assignments. From a retention viewpoint, people's development can be more accurately targeted and accelerated.

Development Planning

The NetTPS Development Planning interactive CD-ROM allows people to pull all this information together and create practical, results-based development plans that link personal development with organizational strategy. It gives a proven structure to career and development planning and includes project-planning tools that track execution against milestones and targets.

Summary

NetTPS provides crucial information that allows individuals, teams and organizations to do more with current resources and consistently stay ahead of the curve. It accelerates career and leadership development, optimizes succession planning, increases retention and builds a strong organizational platform that increases ROI on human resources. It is easy to use, provides powerful analysis and focuses attention directly on what is needed today and tomorrow to meet corporate objectives for growth and innovation.

Visit www.nettps.com or call 650-368-6198 for more information and let NetTPS accelerate your success.