

# The TCM Experience

## *Putting People First*

Working with The TCM Group, and any of the brands within our extensive ecosystem (see over), should be a positive, empowering, informative, rewarding and enjoyable experience.

### **We call this - The TCM Experience.**

#### **How do we do it?**

TCM empowers people and organisations to adopt purpose led, person-centred and values-based approaches to culture change; conflict and complaints resolution; human resources; people management; and leadership.

We are passionate about protecting relationships whilst securing lasting and sustainable outcomes at times of conflict, change, crisis, controversy, and challenge. We work in partnership with our customers to develop the overarching strategies, the core values, the systems, the processes, the mindsets, and the behaviours which engender a fair, just, kind, inclusive, sustainable, and high performing culture – **a transformational culture.**

Our core team and consulting team comprise some of the top global talent. Through their expertise and their endeavours, they encourage co-operative problem solving, open dialogue and stakeholder engagement. They are the best at what they do, and they aim to be **your trusted partner.**

Our customers benefit from our insightful consultancy and teaching methods which are accessible to all. We are inspired by approaches such as systems thinking, behavioural science, positive psychology, appreciative inquiry, restorative justice, principled negotiation, nonviolent communication, and emotional intelligence.

We believe in the ability of people to resolve often intractable problems with compassion and collaboration: when the correct conditions are in place. We also believe that an engaging, empowering, and proactive resolution of business challenges are the driving force for a workplace where your people flourish, your teams thrive, and your organisation excels.

