



# 3 Triangle™

*Growing people, performance & potential*

## What's all the fuss about?

**T<sup>ri</sup>angle™** is a simple yet highly effective management development framework that will help transform your management style with amazing results for your business.

**T<sup>ri</sup>angle™** has been developed in response to calls from organisations who understand the 'bottom line' value of good management but can't afford the time and money to send their managers on traditional training programmes. It can be learnt quickly, is flexible, and can be used throughout your working life.

**T<sup>ri</sup>angle™** is the straight forward, common sense way to release the potential in yourself and your staff.

**Managers do things right  
but leaders do the right thing  
*be the best you can with T<sup>ri</sup>angle™***

# <sup>3</sup>Triangle™ - an everyday life changing tool

## ***Rooted in reality***

**T<sup>3</sup>riangle™** helps managers strike the crucial balance between structure and flexibility that is vital to nurture high performance in their staff. It provides a solid frame of reference that reflects sound management principles along with a healthy dose of common sense to support robust decision making.

**T<sup>3</sup>riangle™** supports continuous improvement and can also be used as a self check in one-off situations.

## ***Develops high performing managers***

Personal impact requires an emphasis on leadership, engaging the hearts and minds of staff and a corporate perspective that recognises the greater good.

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**T<sup>3</sup>riangle™** is based on a concept that every manager has a set of preconditions in place for performing and that it is the manager's job to provide the conditions for their staff to perform.

If this sounds like hard work, it is. To create the conditions for high performance, managers apply the **T<sup>3</sup>riangle™** framework.



<b>Tell</b>	what to do	=
<b>Teach</b>	how to do it	=
<b>Trust</b>	to do it	=
	<b>Impact</b>	=

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## The effective manager:

**T<sup>3</sup>** recognises the importance of good communication and is open and honest with colleagues.

**T<sup>3</sup>** responds to the needs of the situation and the individuals concerned in a balanced, fair and flexible way.

**T<sup>3</sup>** makes sure that the right people are in the right job and that they have the skills and resources to deliver.

Whether the situation requires an informal conversation or a more structured development plan the **T<sup>3</sup>riangle™** can be used by both manager and managed.

## Uncovers the secret of people management

**T<sup>3</sup>riangle™** encourages managers to develop the key characteristics needed to inspire their staff:

**Transparency**  
**Pragmatism**  
**Empowerment**



**T<sup>3</sup>riangle™**

clarity  
create the conditions for success  
empower staff to do the job  
**High performance**

**T<sup>3</sup>riangle™**

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**Your  
personal  
T<sup>3</sup>riangle™  
toolkit**

Effective managers check their performance against **T<sup>3</sup>riangle™** by questioning their behaviour. They make sure their actions follow **T<sup>3</sup>riangle™** principles.

The **T<sup>3</sup>riangle™** toolkit contains a personal checklist to help managers put the principles of transparency, pragmatism and empowerment into practice.

**T<sup>3</sup>riangle™** can be used as a stand alone framework, form the basis for bite-size workshops, with optional coaching, or can be tailored to provide a solution to an organisational problem.

## **Like to see more of T<sup>3</sup>riangle™?**

**T<sup>3</sup>riangle™** offers you a framework for people management and business success. To find out how **T<sup>3</sup>riangle™** can help your organisation call:

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