



Synergy

EQUIPPING TEAMS TO ELEVATE THEIR *EFFECTIVENESS*

'Synergy': "the dynamic harmony of interacting elements that produces a total effect much greater than the sum of the individual parts."

Synergy is a highly interactive, facilitator-led programme to **transform a team's effectiveness.**

Through exploratory and reflective exercises, each member of a team will:

- come to know or **know themselves better.**
- **increase understanding of team** members.
- learn how to **perform more effectively** in service of the team and their business.
- develop a range of **techniques and tools to keep evolving and improving collaboration.**
- practice a framework for **giving and receiving feedback.**
- explore **collective decision-making.**
- improve their **meeting design.**
- commit the team to **shared and individual goals.**

Synergy rests on the concepts of 'mechanics' and 'organics'. 'Mechanics' refers to a team's **processes, roles, agendas, actions, KPIs, context and results.** Teams work within their organisational 'mechanics'. 'Organics' includes less tangible or more subjective aspects of team dynamics, such as **relationships, trust, conflict, commitment, accountability, culture, meaning and connection.**

Synergy uses two key tools: Lencioni's 'Five Behaviours of a Team' and the Table Group's **Team Assessment Report**, which reflects each team's score across the five behaviours; and the **TetraMap model** for describing team members' behavioural preferences and **exploring the inherent diversity in the team**, using the four natural elements as metaphors – Fire, Water, Earth, Air.

The programme includes **'live' business meetings**, observed by the facilitator who will offer insights and help the team reach greater awareness of how it functions 'in real life'.

TERMS AND CONDITIONS

- Intact teams of max. 15 participants per facilitator
- Online or face to face
- 2 days core activity programme or 3 days extended exploration