







# What You Will Get From Using The Synergasia

Below you are the key **features** and **benefits**

					
<b>Common approach</b> to recruiting, managing, and building teams and collaborations	<b>Unique high performing team blueprint</b> that allows you to build high performing teams of all types	<b>Evidenced based approach</b> that allows you to grow your teams your way	<b>Convenient, on-going, relevant, on-line resources</b> that are psychologically based	<b>Harnesses Diversity</b> allowing you to recognize and combine diverse individuals into teams & collaborations	<b>Quarterly Tech Manager Group Mentoring</b> to ensure that you are getting maximum benefit
Increased Productivity	Increased Productivity	Scalability	Convenient	Increased creativity and innovation	Receive Better Support
Improved communication & collaboration	More confident troubleshooting	Reliability	Accessibility	Improved problem-solving and decision making	Improved communication and collaboration
Reduced conflict	Enhanced creativity	Customizability	Powerful, relevant and up-to-date	Improved employee satisfaction	Personal Development
Improved employee satisfaction	Reduced stress	High Impact	Reduced stress	Improved customer service	Improved product and service
	Improved employee satisfaction		Improved employee satisfaction		

Typically, we have three stakeholders: C level Leaders, Managers and Team Leaders and then the technical workers and engineers themselves. We designed the Synergasia with these three groups of stakeholders in mind. We've outlined each feature in more detail below.

# Feature 1

## We Give You A Common Approach

to recruiting, managing, and building teams and collaborations



### Increased Productivity:

When everyone is on the same page about the goals and objectives of the team, it can lead to increased productivity. This is because everyone is working towards the same thing and there is less confusion or wasted time.



### Improved communication & collaboration

When there is a common approach to communication and collaboration, it can help to improve the overall flow of information within the team. This can lead to better decision-making, problem-solving, and innovation.



### Reduced conflict:

When there is a common approach to conflict resolution, it can help to reduce conflict within the team. This is because team members know how to handle disagreements in a constructive and respectful way.



### Improved employee satisfaction:

When employees feel like they are part of a team that is working towards a common goal, they are more likely to be satisfied with their work. This is because they feel like they are making a difference and that their contributions are valued.

**By implementing a common approach to these areas, organizations can create more efficient, productive, and cohesive teams that are better equipped to achieve their goals. For example:**

- **Recruiting:** defining the ideal candidate profile, developing a consistent screening process, and using the same interview questions across all candidates.
- **Managing:** setting clear expectations, providing regular feedback, and using a consistent performance review process.
- **Building teams:** identifying the team's goals and objectives, defining the team's roles and responsibilities, and creating a team charter.
- **Collaboration:** establishing ground rules for communication, using a shared project management tool, and holding regular team meetings.

# Feature 2: We Share Our Unique High Performing Team Blueprint

That allows you to build high performing teams of all types



## Increased productivity:

When you have a blueprint and understand how to build the type of team that you need, you won't waste time with trial and error.



## More confident trouble-shooting:

When you have a reliable framework that clearly outlines all the variables involved in high performing it is easier to understand what you know and what action to take.



## Enhanced creativity :

When you know how to create well-functioning teams and collaborations you will allow for everyone to be more creative. This is because they can generate new ideas and solutions by brainstorming and collaborating with each other rather than being bogged down by team dysfunctions.



## Reduced stress :

When you know how to create an appropriate well-functioning team stress reduces for team members. This is because they can work in a supportive and collaborative environment.



## Improved employee satisfaction:

When team members work in well-functioning teams, they tend to be more satisfied with their work. This is because they feel like they are part of a team and that their contributions are valued.

**The benefit of using our model is that we can give you the missing key to building teams of all types, including cross functional, multicultural, flexible, matrix, and self-organising, matrix agile teams.**

Here are some specific examples of how having resources that can help you build teams of all types can benefit your organization:

- **A cross-functional team** can bring together different perspectives and skills, which can lead to better decision-making and problem-solving.
- **A multicultural team** can help your organization to better understand and serve its customers and clients.
- **A flexible team** can adapt to changing circumstances and challenges, which can help your organization to be more agile and responsive.
- **A self-organizing agile team** can take ownership of their work and make decisions independently, which can help your organization to be more efficient and effective.

# Feature 3

## Our Evidenced Based Approach

Allows you to grow your teams your way



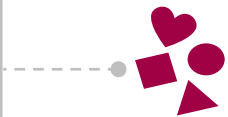
### Scalability :

Solutions that are based on a unique model and methodology can be scaled to meet the needs of organizations of all sizes. This is because the model and methodology are designed to be flexible and adaptable.



### Reliability:

Solutions that have been developed and tested over time are more likely to be reliable and effective. This is because they have been refined and improved based on the feedback of users and the results of research.



### Customizability:

Solutions that are underpinned by scientific research can be customized to meet the specific needs of each organization. This is because the research provides a foundation for understanding the factors that contribute to success.



### High Impact:

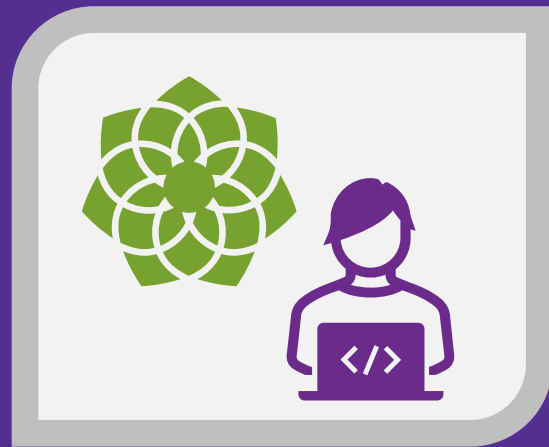
Solutions that are based on sound principles and have been proven to be effective, can have a significant impact on organizations. This is because they can help organizations to improve their performance, productivity, and profitability.

**All our solutions utilize over 20 years of experience and are driven by a unique model and methodology, which has been tested in organisations big and small and is underpinned by scientific research.**

Overall, using a tried and tested evidenced based approach and solutions that are backed by over 20 years of experience can offer a number of benefits for organizations. These benefits can include reliability, scalability, customizability, and impact.

# Feature 4: Access Convenient, On-Going, Relevant, On-Line

Resources that are psychologically based and include diagnostics, learning and coaching



## Convenience:

Online platforms are convenient because they can be accessed from anywhere with an internet connection. This means that you can access the resources you need when you need them, without having to travel to a physical location.



## Accessibility :

Online platforms are accessible to people from all over the world. This means that you can access the resources you need, regardless of your location.



## Variety:

Online platforms offer a variety of resources, including articles, videos, webinars, and courses. This means that you can find the resources that are most relevant to your needs.



## Relevant and up-to-date:

This programme is aimed at people working with technology. We therefore have designed our programme with that in mind. Constantly change our materials to reflect the changing issues in the industry. Therefore, the Synergasia is constantly being updated with new resources. This means that you can always find the latest information and best practices.



## Improved employee satisfaction:

Online platforms are often more cost-effective than traditional learning methods. This is because you can access the resources at your own pace and time, and you don't have to pay for travel or other expenses..

**Overall, our Synergasia online platform offer benefits that can make it a valuable resource for Tech Managers.**

If you are looking for access to convenient, relevant, on-going, and up-to-date resources, that can be embedded into your CPD programme, then the resources on our Synergasia online platform is a great option.

# Feature 5

## Our Approach Harnesses Diversity

Allowing you to recognize and combine diverse individuals into teams and collaborations

### Increased creativity and innovation:

Diverse teams are more likely to be creative and innovative because they bring different perspectives to the table. This can lead to new ideas and solutions that would not have been possible if the team was homogeneous.



### Improved problem-solving & decision-making:

Diverse teams can draw on a wider range of experiences, knowledge and thinking styles. This can help them to identify and address problems and make decisions more effectively.



### Increased employee satisfaction:

Employees who work in diverse environments are thought to be more likely to be satisfied with their jobs. This is because they feel valued and respected, and they have the opportunity to learn and grow.



### Improved customer service:

Diverse teams are better at providing customer service because they can understand and meet the needs of a wider range of customers. This can lead to increased customer satisfaction and loyalty.



**Overall, embracing diversity by incorporating different behaviours, perspectives and experiences into teams and collaborations, can have many benefits for individuals, organizations, and society as a whole.**

There are many benefits to using resources that embrace diversity. This can help Tech Managers increase their creativity and innovation, enjoy enhanced problem solving and decision making, see increased employee satisfaction and improved customer service.



# Feature 6

## Take Part In Quarterly Tech Manager Group Mentoring

To ensure that you are getting maximum benefit



### Receive Better Support:

When we meet regularly with our Tech Managers, we are better able to understand the needs of the workers and organisation. This helps us to provide more targeted and effective programmes. For example, we can use better examples and scenarios in our materials.



### Improved communication and collaboration:

By meeting with tech managers, key themes and issues emerge that improve communication and collaboration between the supplier, the CEO and the Tech Managers and their teams. This can help to resolve issues more quickly and efficiently.



### Personal Development:

Tech managers can learn from each other and share best practices. This can help them to develop their skills and knowledge, which can benefit their careers.



### Improved product and service:

By meeting with tech managers, we can improve the quality of our support service, ensuring that tech managers are satisfied with the level of support they receive. This can help to resolve issues more quickly and efficiently, which can save workers time and frustration.

### Once a quarter we provide group mentoring to Tech Managers in organisations who have 20+ participants enrolled in The Synergasia.

By working in collaboration with us, Tech Managers receive the best possible experience of the Synergasia and enhanced personal outcomes.

These benefits can help Tech Managers to save time, money, and resources, and they can also help them to develop their skills and knowledge.