

THE SYNERGIZER PROGRAM

How to Speed Up Your Projects, Increase Profits, and Have Fun Doing it.

Benefits

Faster Project Completion. If you could reduce the time it takes to complete your projects by 20%, what would that be worth to you? Consider this. If you're paying \$100,000 to your staff to complete a 180-day project and they complete it in 145 days, you just saved \$20,000. This gets your product to market that much faster, earning you revenue, and savings that adds to your bottom line. This is just one of the benefits you can achieve as a result of maximizing and tapping the synergy of your team. Read on to learn about strategies and additional benefits you'll receive as a result of the Synergizer Program.



Superior Leadership. Become a Facilitative Leader and grow your profits. Industry wide studies have shown a return on investment to be 5-25 times your cost in beneficial value to you through a coaching relationship. Leadership Coaching combines cutting edge leadership development techniques and coaching to support yourself, your staff, and/or your business to achieve maximum results for their investment.

We'll help develop 5 core facilitative leadership competencies:

- Listener—hearing the nuances and messages that most overlook.
- Navigator—holding values and vision.
- Challenger—of the status quo.
- Motivator—creating conditions that compel individuals to act.
- Container—holding people accountable.

Increased Retention and Staff Loyalty. Staff retention is a key issue for any business. One estimate shows that a 5% reduction in turnover can result in profit increases of between 30% and 85%. Other studies show that the number one reason people leave their jobs is that they don't feel they are valued. Increasing your emotional intelligence as a leader will increase your profits.

Increased Retention of Clients. Who would you rather do business with...an organization who views you as a commodity and treats you like one? Or, one who seems to actually care about you getting what you paid for? The answer is obvious. Yet too often, organizational staff treat customers like they themselves are treated...usually rather poorly...often unconsciously turning away good customers, who are far more costly to replace than retain. Simply training your people to communicate differently, with little extra effort, is a very profitable proposition.

Improved Communication. Communication barriers and misunderstandings account for a great deal of wasted energy in teams. Removing these barriers and replacing them with more empowered communication habits will free up lots of extra energy, making your organization more effective and efficient, saving everyone time, energy, and frustration, and increasing your bottom line.

Powerful Teamwork. When was the last time that you were in a meeting and it became so emotionally charged that it became totally unproductive? It happens all too often, because usually the meeting facilitator has a stake in the outcome and abandons the facilitation process to

participate in the discussion. Becoming more effective communicators, collaborators and problem solvers, you can finally begin to avoid the high cost of being sidetracked by misunderstandings, disagreements, lack of trust and conflict!

Participants salaries, wages & benefits		Length of Meeting		Meeting Cost
10 people x \$50/hr.	X	2 hours	=	\$1,000

How many unproductive meetings can you afford?

Happier Employees. Tapping the synergy of your team is enlivening to all participants involved and makes them want to come back to work together again. When systems, structures, and skills are put into play so that teams operate this way, their relationships and effectiveness grow and evolve over time. People dream being part of this kind of team and will want to stay on and produce more.

The Program

The Synergizer Program is for leaders, project managers, and their teams who want to make significant breakthroughs in performance and profitability. The concepts are simple, yet powerful enough to transform individuals, teams, and/or organizations into highly effective communicators, collaborators, and problem-solvers. You can finally begin to avoid the high cost of being sidetracked by misunderstandings, disagreements, lack of trust and conflict!

How We're Different. We've learned through experience, as I suppose you have too, that if the skills and alignment of a group are not supported by it's leader, these efforts usually result in frustration and failure. Therefore, we only accept clients who are willing to see that **"Change begins with me."** In other words, we coach the leader and get evidence that they are willing to do the work themselves before engaging their group.

As a result of participating in the Synergizer Program you will create your own blueprint which will guide you in:

- Increasing your value to your organization.
- Modeling behaviors that you want from your team.
- Building and leading your team.
- Innovating and causing positive change.
- Building a reserve of time, energy, resources, and opportunities.
- Identifying and adapting your preferred communication style.
- Developing a high performance team that builds on and taps it's own synergy for success.

Phase I: Facilitative Leadership Coaching (90-day program)

We'll work with you each week to cut through the fog and chart a clear course for you and your team. We'll meet weekly over the phone to set goals, remove barriers, develop strategies, and take regular, accountable action. We'll continue this coaching during and after we work on the team as a whole until such time as you feel you no longer require it. However, most clients find that they get far more accomplished with a coach than without one, often opting to maintain the relationship for the long term.

Features

- Weekly one-on-one telephone sessions with unlimited access by email and telephone between sessions.
- "Just-in-Time" coaching via Microsoft Instant Messenger.
- Personal profile assessment to determine leadership strengths and weaknesses.
- 360 degree interviews with key staff members and feedback session to paint the "big picture" of your organization.
- Access to selection of specialty programs and assessments that we'll work through in the background as necessary to build skills or improve personal foundation.

Phase II: Group Synergy-Building Process

(90-day program, 1-2 days live, onsite, up to 20 people per group)

- We'll start with our Synergizer Self-Assessments to build a baseline for the team.
- We'll follow that with telephone interviews with your staff to get their perspective on what's working and what's not.
- We'll design a 1-2 day workshop where we sit down as a group and work through all that is in the way of tapping the full synergy of your group. We'll work through barriers, offer and practice new skills, brainstorm outrageous success strategies, and create a plan of action
- We'll meet with the whole team over the phone three times a month to begin to work through barriers, take advantage of opportunities and strengths, and build synergy to make huge leaps forward.