

TEAM PERFORMANCE SYNERGY ASSESSMENT

In most of today's organizations people work in teams, whether it's a leadership team, project team, service team, research team, etc. Individual team members' skills are important but do not ensure that the team will be effective. Highly qualified individuals who do not work well together cannot realistically achieve team goals or grow as a team. The Team Synergy Assessment is designed to analyze team performance and describe how it impacts the success of the team.

One of the biggest derailers of team performance is team members' inability to collaborate together. Most teams are unaware of the underlying skills that are necessary to engage in such synergy. This assessment was built to directly provide that feedback to teams. It determines the team's ability to engage in collaborative interactions that encourage alignment on vision and strategic priorities, joint execution, and shared accountability. LCP® profiles for all members of an intact team are analyzed to identify specific patterns that underlie team performance, including aggregate performance on the following dimensions:

- Collaboration
- Focus on teamwork
- Selfless pursuit of goals
- Courageous authenticity
- Systems thinking

We also analyze the themes from the open-ended comments that speak directly to team synergy.

This assessment provides:

- ➔ An aggregate profile of the team
- ➔ Strengths and challenges, with verbatim comments as examples
- ➔ Performance ratings in leadership competency and team synergy
- ➔ Key interpretations of the data



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PRICING

Team Performance Synergy	Minimum Retail Price	\$5,400
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Feature/Trait	Team Synergy	LCP® Group Report*	CLA®**
Overall leadership competency of the team	✓	✓	✓
Team ability to create synergy (collaborate)	✓		
Descriptive feedback on strengths and challenges of team	✓		
Custom recommendations for improving team effectiveness	✓		

*Can be calculated if mapping has been conducted
** Can be calculated if group has taken LCP more than once