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Foreword

In order to understand the part synergy plays within interest of forming a group for the intention of working together, it would perhaps be prudent to explore the reasoning behind its need. Learn all about it here.



Alternatives For Synergy

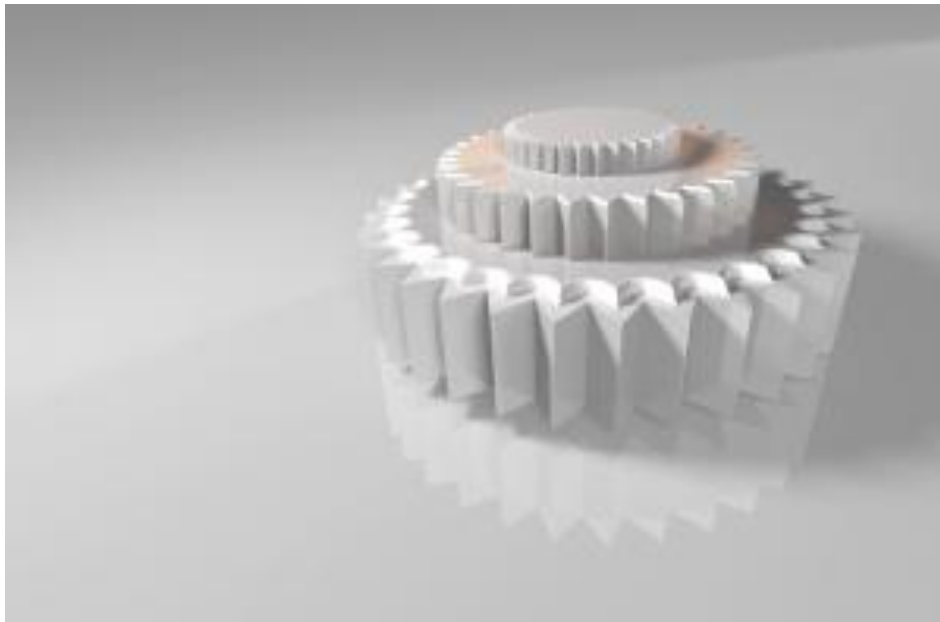
Not your way, my way or the highway! It's OUR WAY!

Chapter 1:

Synergy In A Group Basics

Synopsis

A lot of research has been done to ascertain the influences and effectiveness of a small task performing group for the successful execution of an endeavor. The collaboration is measured against the individual style work method and the analysis shown is rather positive in nature.



The Basics

In most cases it was found that working together allows for the pooling of ideas, heightened performance and efforts, more comprehensive judgment making, decision making, problem solving and many other beneficial and cost saving processes.

The assessment of the synergy element is the dominating factor as it denotes the objective of ascertaining the effectiveness in the performance of each individual within the realm of group interaction.

This also helps to adequately identify the weaknesses and strengths in the synergy when the performance gains momentum at different stages of the endeavor.

When this weak or strong synergy is identified then the relevant adjustments can be made to keep the endeavor on track. These adjustments which are mainly derived out of the assessments of the synergy can then produce the platform necessary to direct the synergy as and when needed for the benefit of all involved within the group exercise.

The importance of identifying this synergy element should be underestimated as the smooth functioning of all the various contributors is the results sought that cannot otherwise be attained on an individual basis.

Therefore when working with several personalities the synergy must be complimenting in order to be effective.

Within any business application this synergy identification is important as it contributes to the overall success of the project in terms of time and cost effectiveness, as opposed to working individually to attain the same results.



Chapter 2:

Everyone's View Counts

Synopsis

For the purpose of effectiveness within the working group, the synergy elements must be correctly identified. When this is done then and only then can the individual begin to work effective and successfully together, though this is by no means a full proof scenario.



All Are Important

The idea behind this particular exercise is to ensure the best possible characteristics are matched to achieve the common goal, therefore creating the environment for a higher percentage of success.

The synergy element if properly identified will then justify the various individual being blended together to form the group. However in doing so, it should not be presumed that any and all ideas and suggestions should be simply accepted and used.

Here in lies the effectiveness of the synergy element whereby each individual within the established group is expected to and in fact required to constantly and actively participate in the endeavor at every stage of its progress.

Questioning ideas and styles should not cause any concern or friction within the group as the people chosen to work together are identified with the synergy method.

Being able to express concerns, ideas, reservations, and disagreements are all part of the progressive process towards the final goal. When the general tone of acceptance is well established, the individuals will not feel threatened or pressured to conform to the general direction of the group but instead have the confidence and assurance that each individual view will be respected as a vital contribution.

No matter how contradicting an individual's view point maybe, it should be given due consideration as any new ideas and views may bring fresh insight to producing better results. This again reflects on and is only made possible if the correct synergy assessment has been done before the very onset of the project.



Chapter 3:

Affirm And Encourage Individual Skills

Synopsis

A wise team leader understands the importance of acknowledging good skills and hard work of any individual. This can be the single most important factor when it comes to getting the best out of anyone. When people are appreciated and noticed, their inner self feels the need to further excel in whatever they pursue.



Boost The Good

There are several ways of showing affirmation and encouragement. Some maybe more proactive than others, but the important thing is not in how it is acknowledged but that it is acknowledged. Examples of affirmation and encouragement may take the form of a simple pat on the back or as dramatic as a public accreditation.

Each should be done in a style that is befitting to the receiver and the acknowledged issue. Encouraging personal and professional growth can be done through this exercise as pointed out earlier; most people will want to work harder and more effectively if their efforts are recognized periodically.

Encouraging individual within the team to heighten their performance levels to create possible growth opportunities is also encouraging for the advancement of their careers and general well being.

Encouraging individual to further fine tune their existing skills not only benefits the individual but also the group performance and the company.

Understanding each individual's capabilities and skills also helps the team leader better delegate the work load towards the most suitable candidates as opposed to simply and randomly allotting assignments.

Most individuals look upon this consideration as a sign of acknowledgment and respect as they are made acutely aware of the confidence the leaders have in their individual skills and contributions.

When the correct people are assigned to the correct tasks, the end results usually yield better than expected results because all concerned work harder to achieve a commonly set goal. This is probably because most people perform well when they are skillful at what they are doing.



Chapter 4:

Foster Cooperation

Synopsis

In order to create the best possible platforms of achieving success, learning the art of fostering cooperation should be learnt and exercised often. The merits of fostering cooperation should never be underestimated not disregarded as its benefits are far reaching.



Work Together

Some of the recommendations that can be followed when pursuing the art of fostering cooperation are as follows:

- Consciously seeking to build good relationships that are based on addressing problems in a positive and helpful way is always well received. This is very important as it helps avoid the negative elements such as causing disharmony, discontent, and adversarial behavioral patterns.
- Whenever the opportunity presents itself, it is always proper to be as diplomatic as possible when trying to reject or address a situation that is rather unpleasant. Using common sense and good negotiation skill will help keep the general tone from becoming threatening. Being mindful of all the contributing factors before making any decisions is also advised. At all costs span decisions should be avoided.
- Finding common ground or interest is also another good way of fostering cooperation effectively. When all concerned are comfortable, the likelihood of getting them to positively participate is much better.
- Learning to keep all emotions in check and under control is definitely a good habit to form as the exercise of fostering

cooperation depends greatly on everyone being able to work together unbiasedly.

- Fostering cooperation should not depend solely on one level of the company's workforce. Being able to work with different individuals from lower ranking positions to the top executives is very important in getting the job done quickly and effectively.
- Making it a conscious habit to striving to understand all viewpoints is also another way to fostering good cooperation with all concerned. Avoid having preconceived ideas and notions and instead keep an open mind as this will encourage everyone to be more open with their contributions.



Chapter 5:

Use Group Praise

Synopsis

Behavioral management is an important element that contributes to the effectiveness of any group endeavor. Therefore being able to properly manage such an impactful element is worth serious consideration.



Recognize The Group

Although there are several techniques that can be equally successfully applied, using the element of praise is measurable by far the most effective and proven form of garnering the best possible results.

Praise is a very effective though often least used element for a variety of reasons, foremost of which is the fear of seeming weak or losing control. Both these excuses are unfounded and really quite ridiculous because praise is more often than not able to bring out the best efforts in most people.

Habitually looking for the best in everything and taking the trouble and time to express the positiveness in everything will allow the individual to easily and quickly lavish praise in any situation.

Furthermore, if this praise is expressed in a group environment, the receiving party will feel more appreciated and thus resolve to work even better and harder because of the recognition of his or her efforts.

Group praise also helps each individual within the group to acknowledge the said group effort and its merits. However it should be noted that though praise should be given where deserving, it should be done in a meaningful and specific way. This is to ensure a particular or specific point is being accredited and recognized.

Sometimes ensuring the praised given is done in a loud and clearly vocalized manner also gives the receiving parties more respect and admiration from others within the organization.

It can also act as an incentive to others who may desire similar recognition. The group praise should also be done as soon as the act deems itself worthy as delaying the praise may dampen the effect.



Chapter 6:

Ward Off Outside Threats To The Group

Synopsis

The stereotype thinking style almost always attributes such conflicts and threats to be detrimental and non beneficial to any existing group. However studies have shown there are some positive elements that can be experienced through the constant monitoring of such possibilities.



Keep It Safe

One of which is that it keeps all personnel constantly competitive in their various fields, pushing themselves to heights that may otherwise seem impossible.

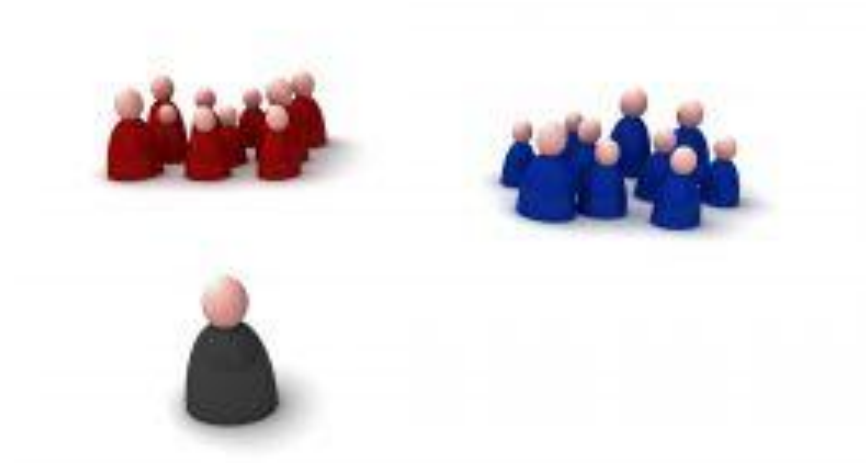
When there is evidence of outside threats, the emergence of a more energetic, dynamic and creative team may unfold to combat such perceived threats.

Radical changes are also not uncommon when faced with outside threats and these changes can sometimes bring about better results. New ideas and concepts can emerge from the heightened levels of activity brought on by the outside threats.

Steps that can be taken to ward off outside threats include widening the thought process of all involved to explore and take calculated risks. When these threats come in the form of new competitors, economic downturns and other unforeseen forces, the team should then focus on their strengths both as individual contributors as well as group efforts.

When such extremes are called upon, discussion to analyze the outside threats should be embarked upon where counter measures can be devised and implemented if found to be beneficial.

Another effective tool that can be used to ward off outside threats is the define the strengths and weaknesses of the existing team against the external threats and then try an devise strategies that work to the strengths of the team, while at the same time making the necessary improvements to the existing weaknesses.



Wrapping Up

Conflicts within and outside the group should always be identified and addressed and minimized as quickly and as efficiently as possible. This is to ensure nothing and no one derails the project and its desired goal. Therefore exercising some conflict management to address such possibilities would definitely prove to be an advantage.

