

## Measure your team’s industrial synergy

Liane Davey’s study of industrial psychology revealed that teams combine different people, ideas, and information into products and services in much the same way that simple machines transform raw materials into goods and services that are greater than the sum of their individual parts. Give this tool to your team members to explore how well they work together to create results greater than the sum of their parts.

### MIXING, BLENDING, AND HOMOGENIZATION

Machines take corn syrup, water, carbon dioxide, and artificial coloring and mix them into a delicious drink that is more pleasurable and valuable than the ingredients on their own. Effective teams mix, blend, and homogenize ingredients (ideas, information, and processes) into a single output where the original sources are no longer identifiable.

**Our team creates a safe environment that welcomes a diversity of ideas, and I am comfortable contributing.**



### FILTRATION

Filters are important in manufacturing because they weed out ingredients that you don’t want in the end product. Teams play an important role in filtering ideas to make sure only the highest quality ideas are allowed to proceed through the manufacturing process.

**Once team member have shared ideas and information, I am comfortable closely examining them and raising concerns to ensure rigor and quality.**



### ACCELERATION

When one gear connects with another smaller gear, it can make the second gear spin even faster. In much the same way, when one person starts an idea moving, the added value of the next person gets it moving faster, and with each idea the rate of change and innovation accelerates.

**Our team’s goals are clear and sufficiently aligned so that all members can collaborate and contribute to moving forward in the same direction.**



Adapted from “Liane’s story” (2013, June). Available at <http://youfirstthebook.com/lianes-story/#more-1638>.