

SYNERGETICS

MANAGEMENT CONSULTANCY



Solutions to Conflict, Stress, Trauma, Team and Human Performance
PO Box 789, Fremantle 6959, Perth, Western Australia • Fax: (61) 8 9430 4305
Phones: 0500 567 500 • (08) 9430 7777 • Intl. Ph: (+61) 8 9430 7777
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Good morning

All managers need to periodically review and plan ahead, assess and train employees and work teams for **improved individual and organizational performance**.

An **external consultant** with expertise in organizational analysis, psychometrics, group facilitation and mediation can provide valuable assistance in these matters.

An **independent facilitator** can efficiently run focus groups, organizational and performance reviews, executive planning retreats, and training programmes.

Synergetics offers this and much more! Our **consultants** have qualifications and wide experience in industrial and organizational psychology, in business and commerce. They **provide expertise in** psychometric assessment/profiles (cognitive, personality, etc), mediating and resolving internal and external conflicts, dealing with emotional and mental health issues affecting work performance, and developing talent through performance feedback, executive coaching and employee counselling.

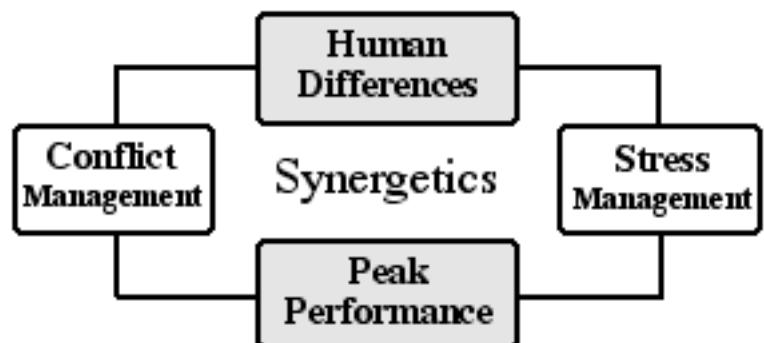
I hope the attached flyer is of interest. Please visit our website for more information or to send us a message via our email form.

I would be happy to meet with you to discuss your concerns, requirements, etc, and how we may be of assistance to you.

Best regards

Denis McCarthy

Senior Consultant Psychologist
M. Applied Psychology (Clinical, Occupational),
B.Science, B.A. Hons (Psychology.), Dip.Ed.



Our Mission: To provide a comprehensive range of expert psychological services in order to enhance the effectiveness of organizations and individuals.

Our Vision: To be a leader in enabling clients to live optimally productive and fulfilling lives in harmony with the earth's biosphere.

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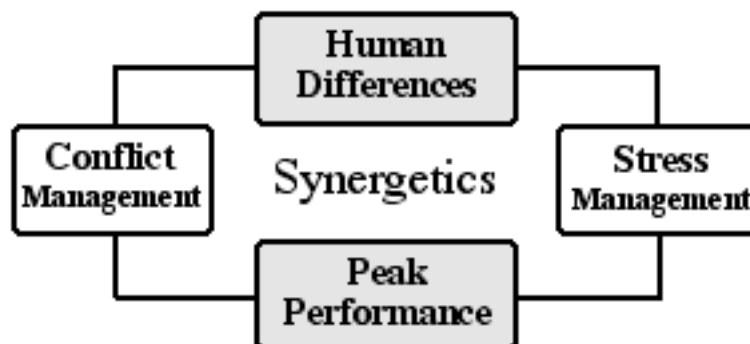
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Synergetics Dimensions

The 4 key dimensions of our consultancy are shown in the figure opposite.

Conflict and stress flow naturally from human differences, and when transformed enable us to perform at our peak, both individually and organizationally.



Human Differences

Our differences make life both interesting, challenging and difficult. Understanding ourselves helps us to understand and value others and celebrate diversity at work. This ability becomes even more important in a multicultural and globalized society. Synergetics psychologists have the expertise and experience to explore these dimensions, in training groups, 1-1 coaching and counselling. As psychologists we have access to a wide range of psychometric tests and tools.

Conflict Management

Conflict arises from our differences. It can be creative when well managed. It can be also be toxic, undermining group synergy and adversely affecting productivity and profit. Conflict can exist at all levels within an organization: interpersonal, intergroup and inter-organizational (with suppliers, contractors, community groups, government agencies, etc). We can coach and train individuals and teams, from shop floor to senior management, to manage conflict more effectively and to improve their communication, interpersonal and teamwork skills. We can also act as an independent and impartial facilitator or mediator in more difficult situations.

Stress Management

Both too little and too much stress can lead to distress and coping problems, expressed as boredom, burnout, breakdown, psychosomatic symptoms (e.g. insomnia, substance abuse), psychological disorders (e.g. panic, depression), and interference with work performance (e.g. irritability, accidents, absenteeism or 'presenteeism'). Stress audits, job analysis and re-design, coaching, counselling, training and development programmes can help individuals and teams function more effectively and in their zone of optimum stress for peak performance.

Peak Performance

Peak performing employees are the key to top performing organizations. Unleashing the potential of individuals and work teams satisfies both the employee and employer. This synergetic empowerment peaks when conflict and stress are both transformed into positive, productive resources. Our Peak Performance Coaching and Training Programmes, incorporating state-of-the-art neurotechnologies, provide individuals and organizations with unique and powerful tools for achieving optimal personal effectiveness.

