



Transformational Team Leadership & Synergimax's Assessment

(Duration: 60 minutes)

Building High-Performing Teams with Synergimax.

Transformational leadership plays a crucial role within modern teams. Teams that adopt this leadership style stand out for their ability to be true change agents, show courage in the face of challenges, and deeply believe in each member's potential. Guided by strong values, they foster a climate of trust and continuous learning. Adaptability allows them to navigate complex, uncertain, and ambiguous environments successfully. Finally, their shared vision inspires and motivates the group to achieve ambitious goals. Thus, transformational leadership is a powerful driver for building high-performing, resilient, and innovative teams.



Learning Objectives

1. Identify the characteristics of transformational leadership teams.
2. Explore the five domains of high-performing teams.
3. Discover the Synergimax psychometric tool and learn how to use its results to strengthen team cohesion.
4. Participate in practical activities to clarify the team's mission, roles, and dynamics.



Workshop Agenda

Time (min.)	Activity & Focus Domain	Methodology
0-5	Welcome & Objectives	Presentation, objectives
5-15	Transformational Leadership: What & Why	Mini-lecture, discussion
15-25	Synergimax Assessment: Introduction & Quick Debrief	Self-assessment, reflection
25-35	Commission & Clarification: Team Contract Exercise	Group activity, discussion
35-45	Co-Creation: Team Dynamics & STAR Activity	STAR tool, subgroups
45-55	Connection: Stakeholder Mapping	Interactive mapping
55-60	Learning & Action Plan	Reflection, commitments

This structure ensures an interactive, practical, and enriching experience, leveraging Synergimax test results to develop transformational leadership and team cohesion.



Workshop Details

0-5 min. Welcome & Objectives

- Brief introduction of the facilitator and participants.
- Presentation of the session's objectives and agenda.

5-15 min. Transformational Leadership – What & Why

- Definition of transformational leadership and its characteristics: Change agents, Courage, Belief in people, Strong values, Continuous learning, Adaptability and Vision.
- Discussion on the importance of these traits for team performance.

15-25 min. Synergimax Assessment – Introduction & Quick Debrief

- Presentation of the Synergimax psychometric tool and its usefulness for understanding team strengths, weaknesses, and dynamics.
- Quick self-assessment (previously distributed or online).
- Group debrief: What did you learn about yourself? How can these results help your team?

25-35 min. Commission & Clarification – Team Contract Exercise

- Activity: "What I Need from You"
- Each participant expresses what they need from the team to succeed.
- Discussion and collective agreement on shared objectives, roles, and expectations.
- Emphasis on clarity of mission, purpose, and roles.

35-45 min. Co-Creation – Team Dynamics & STAR Activity

- Activity: STAR Tool (Structure, Trust, Alignment, Results)
- Individual assessment of the team on each STAR dimension.
- Small group discussion: Where are we aligned? Where do we have gaps? What can we improve?
- Debrief on how Synergimax results shed light on team dynamics.

45-55 min. Connection – Stakeholder Mapping

- Brief explanation of the importance of stakeholder engagement.
- Activity: Map key stakeholders for the team's success.
- Discussion on engagement strategies.

55-60 min. Learning & Action Plan

- Quick reflection: What action will you take following this session?
- Sharing commitments in pairs or small groups.
- Closure and encouragement to continue learning and applying



Facilitation Tips & Required Materials

Facilitation Tips

- Foster a climate of psychological safety for open exchanges.
- Link Synergimax results to real team situations.
- Encourage concrete commitments, not just theoretical ones.
- Use collaborative tools (whiteboard, digital polls) for interactivity.

Required Materials

- Access to Synergimax assessment (paper or digital)
- STAR tool materials (paper or slides)
- Stakeholder mapping templates
- Flipchart/whiteboard or digital collaboration platform



Send a summary of key points and commitments. Offer Synergimax debriefs or coaching sessions for deeper integration.