Synplex Rapid

Synplex Rapid is a structured workshop process that enables participants to gain a shared understanding of a complex situation or challenge. It unlocks new perspectives, opens up new patterns of thinking, tests alignment, and clarifies barriers to progress.

The process can be very effective where a new group or team has been formed, or when an existing group has reached a ‘roadblock’, where something needs to change to make progress. A valuable by-product is a team-building effect as participants begin to understand the mental models held by the rest of the group, and gain fresh perspectives.

There are two standard formats:

- ½-day with up to 4 participants
- 1-day with up to 8 participants

When you should consider applying Synplex Rapid:

- A new group has been formed, with participants who have not worked as a team before
  - You need to accelerate the group’s collective understanding of a shared complex challenge
- A group has reached a ‘roadblock’ in a particular situation or challenge
  - The different perspectives are limiting the effectiveness of the team
  - Collectively you are “stuck”; you need a breakthrough
- A new and complex challenge has arisen
  - Stakeholders disagree on the best way forward

What you get:

- A shared understanding of how key factors relate to each other, represented on an “Influence Map”
- Clarity and focus on what should be prioritised to achieve breakthroughs
- Visibility of the key barriers to progress
- A sharing of mental models in support of better teamwork
Synplex Influence Map:

*What are all the issues, barriers and challenges we face in implementing the new model?*

1. The need for a co-ordinated equitable, seamless service
2. We don't know the priorities of the new commissioners
3. We lack enough capacity across our sector
4. Management of a potentially larger department
5. Conflict between Trust needs and potential new models in region
6. Need to make sure business is profitable (under new tariff)
7. Our ability to implement the national aspiration to have resources and treatment "close to home"
8. Need to make sure business is profitable (under new tariff)
9. Uncertainty of the PFI business case/model
10. Management of a potentially larger department

Customer feedback:

Ann Barnes, Deputy Chief Executive, **Stockport Foundation Trust**

“I found both the process and the delivery of the workshops, high quality with tangible outcomes. I would, and have, recommended the methodology to colleagues faced with resolving complex problems with multiple stakeholders.”

The Synplex process has been developed by Complexity Solutions Inc. of Canada, and applied successfully over many years in a wide range of challenging situations in both public and private sector organisations.