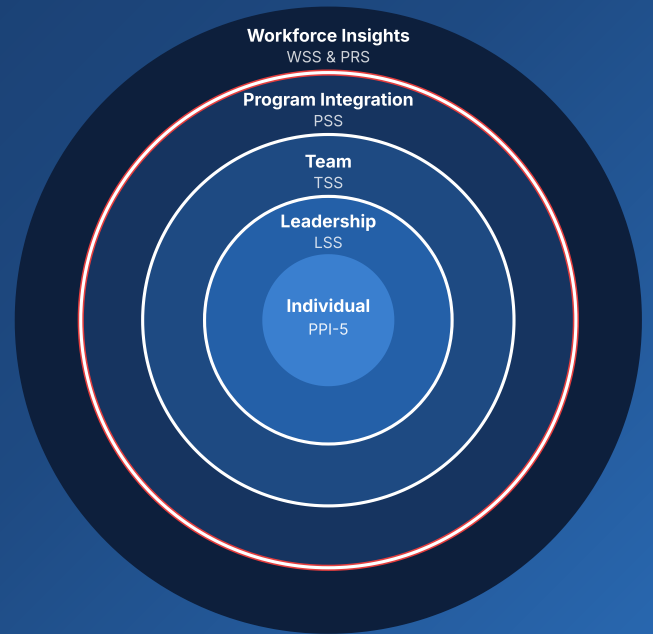


PSS — PROGRAM SYNERGY SCALE

# When Teams Must Work Together.

The only purpose-built instrument for measuring how well teams within a programme or network coordinate with one another — mapping information flow, inter-team trust, and goal alignment across your entire system.



Modern organisations rarely succeed through isolated teams. Programmes, projects, and operational networks depend on multiple teams working in concert — sharing information, aligning goals, and trusting one another's competence and intentions. When that cross-team coordination breaks down, even the highest-performing individual teams fail to deliver. **The Program Synergy Scale (PSS)** is the first instrument in the PsyOpus suite designed specifically to measure that coordination — not within a team, but between teams.

The PSS uses a unique sociometric network design. Each team rates its relationship with every other team in the programme across six constructs: coordination effectiveness, inter-team trust (both competence and care dimensions), information flow, goal alignment, and psychological safety between teams. The result is not just a set of scores — it is a relational map of your programme, showing which team-to-team relationships are strong anchors of coordination and which are the hidden bottlenecks dragging performance down.

The PSS generates a **Program Coordination Index (PCI)** — a composite measure of overall coordination health across the network — and a **Dyadic Coordination Score** for each team-to-team relationship. Practitioners can immediately identify which dyads need attention, what the nature of the breakdown is, and where to focus their coordination improvement efforts.

### SIX CROSS-TEAM COORDINATION INDICATORS

Coordination Effectiveness	Inter-team Trust — Competence	Inter-team Trust — Care
Information Flow	Goal Alignment	Inter-team Psychological Safety

#### WHY THE PSS

- First-of-its-kind inter-team coordination measurement
- Sociometric network map visualises your programme's relational health
- PCI composite + dyadic scores pinpoint coordination breakdowns
- Trust measured on both competence and benevolence dimensions
- Scalable — works for small projects or large multi-team programmes
- Online report with network visualisation and narrative insights

#### ROLE IN THE 5 STACK SOLUTION

The PSS operates one level above the individual team — it measures the system in which teams are embedded. Organisations that have optimised individual teams (TSS) and leadership (LSS) but still underperform often discover that the missing piece is cross-team coordination. The PSS is the diagnostic that finds it.