

The Five Behaviors of a Cohesive Team: Bringing Patrick Lencioni's Model to Life in Your Organization

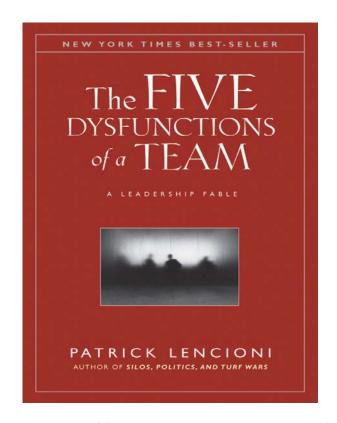


The Importance of Teamwork

Not finance. Not strategy. Not technology. It is **teamwork** that remains the ultimate competitive advantage, both because it is so powerful and so rare.

-Patrick Lencioni

Combining Two Powerful Brands





2.5 millions copies sold

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Introducing...

THE FIVE BEHAVIORS OF A COHESIVE TEAM

Patrick Lencioni

BASED ON THE NEW YORK TIMES BEST-SELLING BOOK
The Five Dysfunctions of a Team



Trust One Another

When team members are genuinely transparent and honest with one another, they are able to build vulnerability-based trust.



 Engage in Conflict Around Ideas

When there is trust, team members are able to engage in unfiltered, constructive debate of ideas.



Commit to Decisions

When team members are able to offer opinions and debate ideas, they will be more likely to commit to decisions.



 Hold One Another Accountable

When everyone is committed to a clear plan of action, they will be more willing to hold one another accountable.



 Focus on Collective Results

The ultimate goal of building greater trust, healthy conflict, commitment, and accountability is one thing: achievement of results.



- Focus on Collective Results
- Hold One Another Accountable
- Commit to Decisions
- Engage in Conflict Around Ideas
- Trust One Another



Getting Started With Your Team





Team Assessment

- Individualized report
- Team data
- 7 Modules
 - Introduction
 - Trust
 - Conflict
 - Commitment
 - Accountability
 - Results
 - Summary



BASED ON THE NEW YORK TIMES BEST-SELLING BOOK
The Five Dysfunctions of a Team Patrick Lencioni

Kathryn Petersen

with Decision Tech (8 people) Wednesday, February 26, 2014

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Loews Atlanta Hotel Atlanta, GA 30309



Report Highlights

Introduction

Team Score:

Red - Low

Yellow - Medium

Green - High

THE FIVE BEHAVIORS AND YOUR TEAM

Remember, the five behaviors can be mistakenly interpreted as five distinct issues that can be addressed in isolation of one another. But in reality they form an interrelated model, and neglecting even one of the behaviors can be potentially harmful to the success of a team. Below are your team's results for each behavior, based on the team's responses to the assessment questions.



Summary of Your Team Survey Results

Your assessment scores indicate that all five behaviors are potentially areas for improvement for your team.

Conflict Team Map

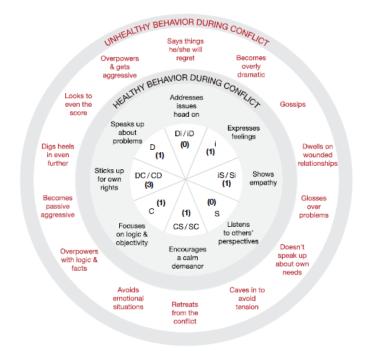
Conflict Discussion

- Why is the healthy behavior so crucial?
- Why is unhealthy behavior so damaging?



CONFLICT TEAM MAP

The descriptions on the inner, gray circle illustrate what healthy behavior during conflict might took like. The descriptions in red on the outer circle illustrate unhealthy behavior related to each style. The numbers in the innermost circle reflect the people on your team who fall into each of the style regions (out of 8 people).



Report Highlights: Action Plan

Action Plan:

- At the end of each of the five modules
- Prompts are dynamic based on team score



TAKING ACTION TO MASTER CONFLICT

How does a team go about developing the ability and willingness to engage in healthy conflict? The first step is acknowledging that conflict can be productive, and that many teams have a tendency to avoid it. As long as some team members believe that conflict is undesirable and unnecessary, there is little chance that it will occur. Consider the importance of engaging in conflict, outlined below, as you create an action plan.

A team that fears conflict...

- Has boring meetings
- Creates environments where personal attacks thrive
- Ignores controversial topics that are critical to team success
- Fails to tap into all the opinions and perspectives of team members
- Wastes time and energy with posturing and interpersonal risk management

A team that engages in conflict...

- Has lively, interesting meetings
- Extracts and exploits the ideas of all team members
- Solves real problems quickly
- Minimizes politics
- Puts critical topics on the table for discussion

Action Plan

- Based on the team survey, your team does a reasonable job at handling conflict, but there's still room for improvement. What specific fears or behaviors are most likely preventing productive conflict?
- 2. What concrete benefits would the team see if it had healthy conflict more often?

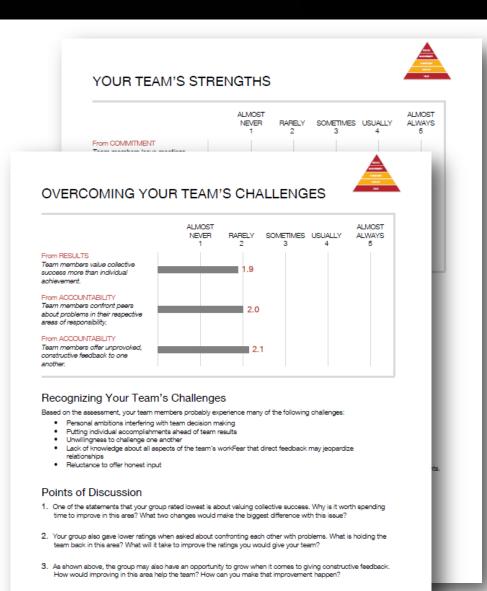
The Connection to Commitment

By engaging in productive conflict and tapping into a variety of perspectives and opinions, team members can confidently commit and buy in to a decision knowing that they have benefited from everyone's ideas.

Report Highlights: Summary

Strengths and Challenges

- At the end of each of the five modules
- Prompts are dynamic based on team score



Facilitation



- 7 modules from 1 to 3½ hrs.
- Comprehensive Leader's Guide
- Over 40 minutes of video
- PowerPoint with embedded videos
- Handouts for activities

Annotated Team Report

- Tips on interpreting scores
- Expanded explanations of content
- Resources for additional information
- Appendices:
 - Ranking of all items by team average
 - Team's percentile for each of the five behaviors
- Normative data



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Annotated Team Report With Decision Tech 8 people

Friday, January 17, 2014

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