

# Leading Your Team Through the Five Dysfunctions of a Team

## *Program Description*

### Overview:

Would you say at times your team seems more dysfunctional than functional? If so, you're not alone. In this interactive session, we will discuss the five dysfunctions of a team (based on Patrick Lencioni's best selling book with that same title): Absence of Trust, Fear of Conflict, Lack of Commitment, Avoidance of Accountability, and Inattention to Results.

In Part 1, we'll complete a team assessment to determine which of the dysfunctions each leader's team struggles with and we'll address the first two dysfunctions: Absence of Trust and Fear of Conflict. We will also complete an assessment entitled the "I Speak" to learn about his/her personality and how it impacts the team's ability to trust and address conflict.

In Part 2, we'll go into some specific strategies including how to establish commitment clarification, cascading communication, rules of engagement, and a team scorecard for helping you through the last 3 dysfunctions: Lack of Commitment, Avoidance of Accountability, and Inattention to Results. We'll work through various tools team leaders can put into action with their teams to help them overcome these dysfunctions.

Teamwork remains a huge competitive advantage – because it's so powerful AND it's so rare!

### Objectives:

As a result of attending this program, you should be able to:

- Understand the expectations for a cohesive team, based on "The Five Dysfunctions of a Team" model
- Have a basic understanding of the degree to which the team meets the expectations ("knows where we are")
- Determine how his/her personality (and the personalities of those on the team) impacts the team's ability to trust and have conflict
- Establish a plan for making progress on commitment, accountability, and results through the use of specific tools
- Develop an action plan for improving teamwork

### Length:

Workshop: Part 1 & 2: 6 Hours

Part 1 & 2 without the I-Speak: 4 Hours

### Participant Materials: Handout

Optional: Assessment—"The Five Dysfunctions of a Team Assessment" at \$19.00/person

Optional: Book—"The Five Dysfunctions of a Team" at \$22.00/person

Optional: Assessment—"I-Speak" at \$10/person