

The Five Behaviors of a Cohesive Team™

Training | Keynote



How do you help your team do better? Bringing together everyone's personalities and preferences to form a cohesive, productive team takes work, but the payoff can be huge – for individuals, the team and the organization. This process is as unique as your own team. It's an assessment-based learning experience grounded in the model described in *The Five Dysfunctions of a Team*, an internationally best-selling leadership fable by Patrick Lencioni. Through this program, participants will learn how, as a team, they score on the key components of the model: trust, conflict, commitment, accountability, and results. Additionally, the program is powered by *Everything DiSC®*, a model that helps individuals to understand themselves and others better. Using these results, participants will be able to create a better, stronger team.

Objectives

A dynamic learning experience to build a truly cohesive and effective team that:

- Trusts one another
- Engages in conflict around ideas
- Commits to decisions
- Holds one another accountable
- Focuses on achieving collective results

Format

Through the use of an online assessment, experiential activities, a video case study and discussion, an intact team is lead through the powerful The Five Behaviors model, learning and practicing the behaviors that will make the team more cohesive and improve its performance.

Length

Keynote: 60-90 minutes

Training: Seven modules from 1 to 3 hours each. Modules 1 & 7 are webinars, with Modules 2-6 scheduled as a one day team retreat or as two half-day sessions.

Ideal Size

Keynote: No limit

Training: 3-12 team members

Target Audience

Designed for an intact team. A team is a relatively small number of people who meet on a regular basis and are collectively responsible for results. The team members share common goals as well as the rewards and responsibilities for achieving them.

Typical Uses

Team building, improve communication and productivity, reduce conflict and enhance trust.

Material Options

- *The Five Behaviors of a Cohesive Team Profile*
- *The Five Behaviors of a Cohesive Team Progress Report*
- *The Five Dysfunctions of a Team* book, by Patrick Lencioni
- Handouts

Agenda

- **Module 1:** Introduction - The Five Behaviors of a Cohesive Team Model (1-hour webinar)
- **Module 2:** Building Trust - Teaches the concept of vulnerability-based trust (up to 3 hours)
- **Module 3:** Mastering Conflict - Helps participants understand the benefits of healthy conflict (up to 3 hours)
- **Module 4:** Achieving Commitment - Shows how clarity and buy-in are key to achieving commitment (up to 2 hours)
- **Module 5:** Embracing Accountability - Stresses the importance of peer-to-peer accountability (up to 2 hours)
- **Module 6:** Focusing on Results - Emphasizes that collective results are more important than individual goals (up to 2 hours)
- **Module 7:** Team completes a follow-up assessment to evaluate and discuss improvements (90-minute webinar)