

# THE FIVE DYSFUNCTIONS OF A TEAM WORKSHOP

## OVERVIEW

The workshop is based on the book *The Five Dysfunctions of a Team* by Patrick Lencioni. The objectives of the workshop are:

- To help teams make substantial progress in working together as a team
- To gain a deeper understanding and appreciation of the contributions of each team member
- To develop strategies to help the team overcome each of the five dysfunctions

## PROCESS

While we can make adjustments to fit your needs, a typical workshop will include these elements which we have seen can be very helpful in leading a team to overcome the 5 Dysfunctions.

### OVERVIEW OF 5 DYSFUNCTIONS MODEL

#### TEAM ASSESSMENT

This is a helpful exercise for the team to discover how well they perceive the team is functioning. How each person answered each question is not disclosed.

#### BUILDING TRUST

We look at why trust is the foundation for overcoming all other dysfunctions. We also focus on some simple steps that can start to build more trust within the group. Another important part of this unit will be time spent focusing on the results of the I-OPT Survey.

#### ENGAGING IN CONFLICT

We examine what it means to engage in healthy conflict over issues and why the fear of conflict leads to a decrease in emotional commitment to the goals of the team.

#### ACHIEVING COMMITMENT

This session focuses on how to develop emotional commitment to the decisions that the team makes using two important tools.

#### EMBRACING ACCOUNTABILITY

This very powerful session provides the team an opportunity to share candidly, yet appropriately, by telling what each person contributes to the team's effectiveness.

#### FOCUSING ON THE RESULTS

During this session the team will create some ways to track their progress toward reaching a common unifying goal.