

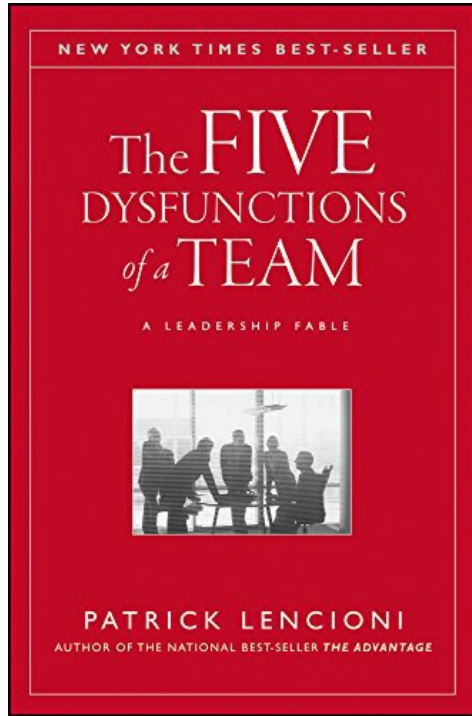


The Five Dysfunctions

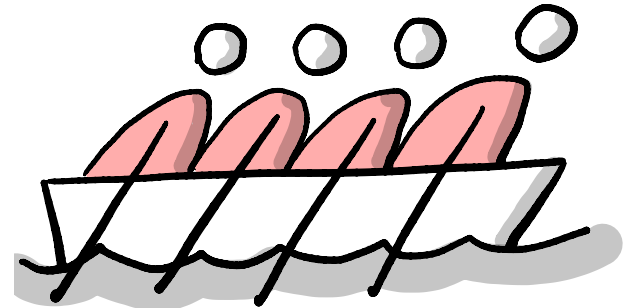
Of a Team

Workshop

The Five Dysfunctions of a Team

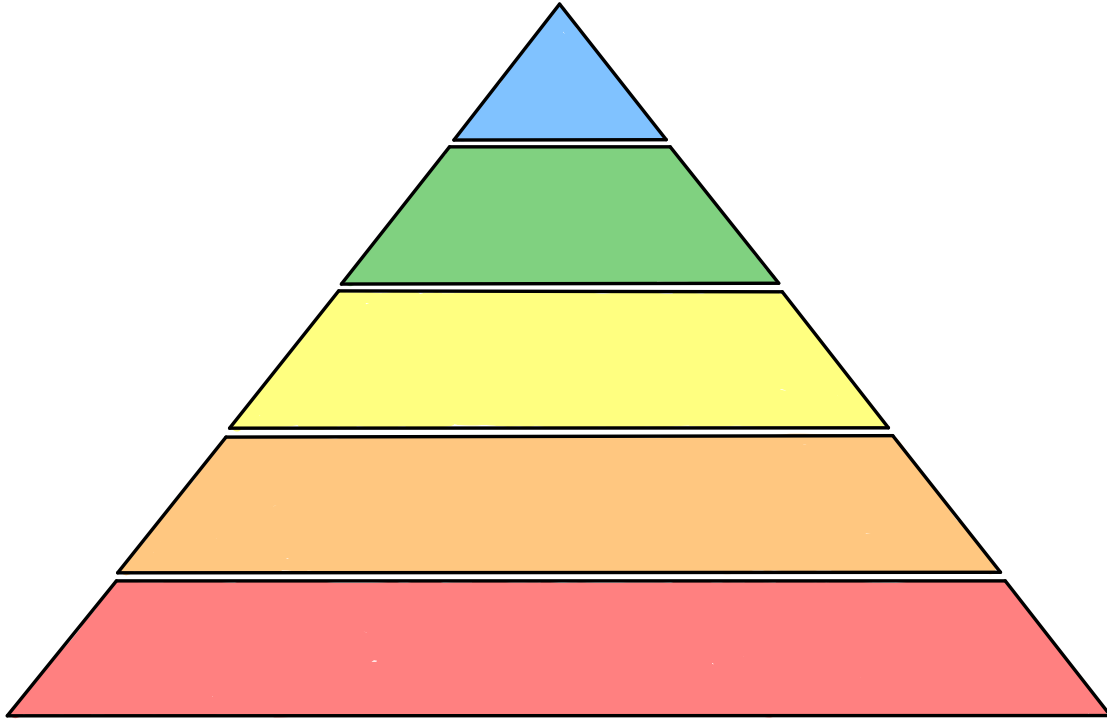


“If you could get all the people in an organization rowing in the same direction, you could dominate any industry, in any market, against any competition, at any time.”



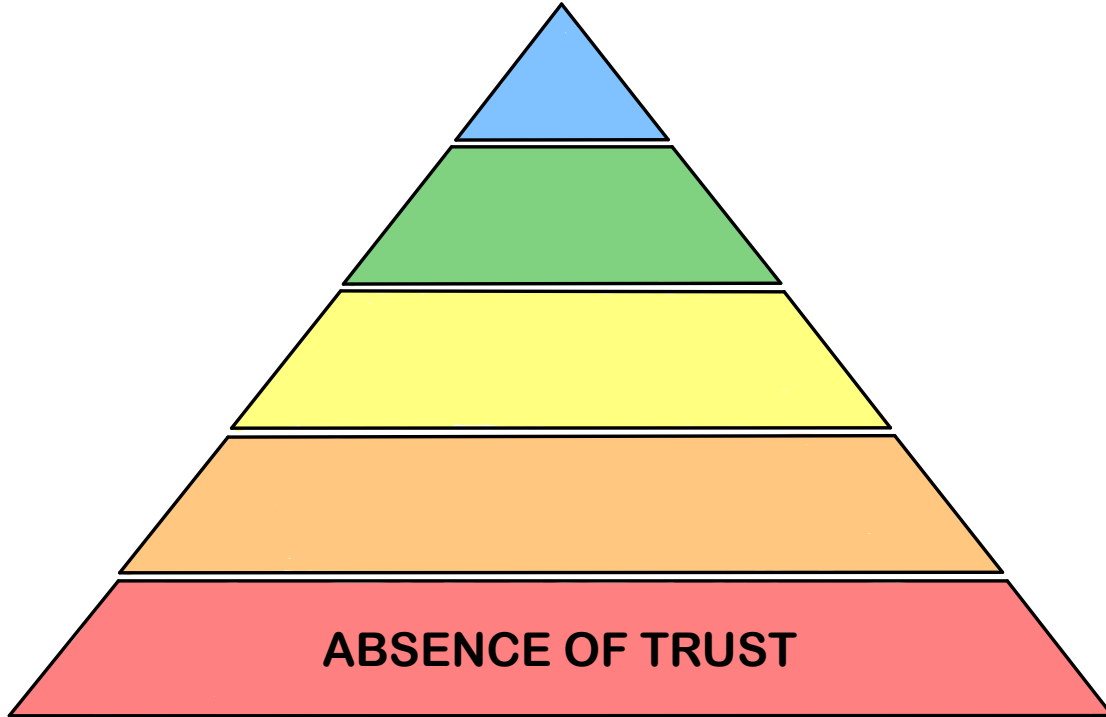
Patrick Lencioni

The Five Dysfunctions of a Team



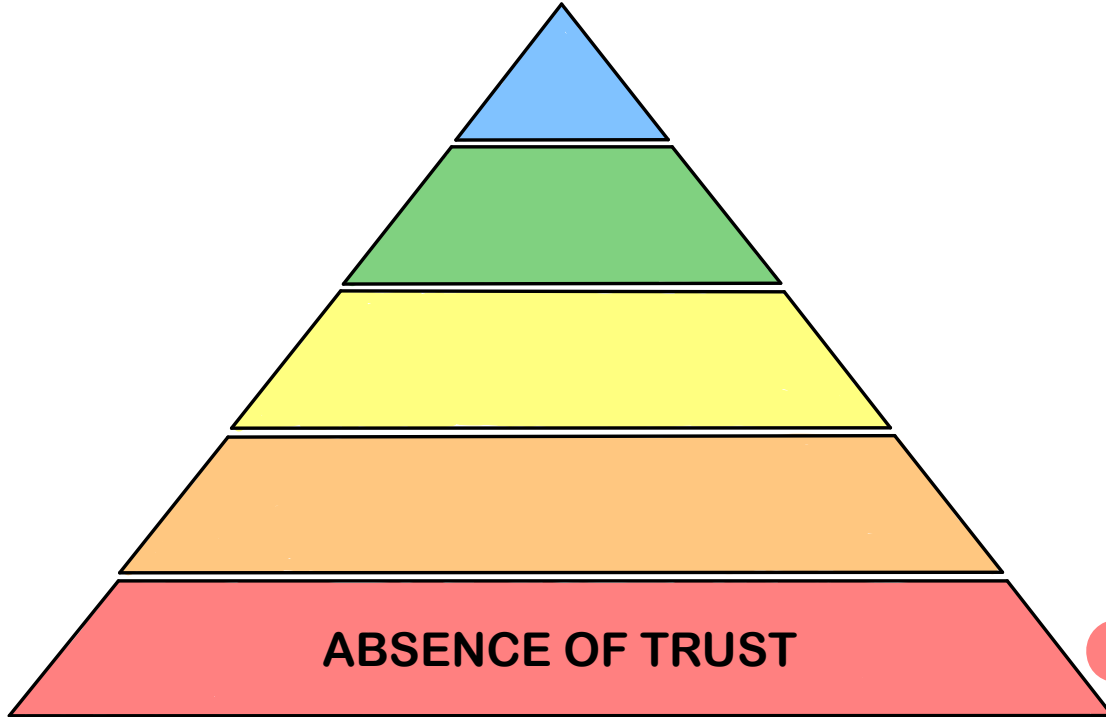
Patrick Lencioni

The Five Dysfunctions of a Team



Patrick Lencioni

The Five Dysfunctions of a Team



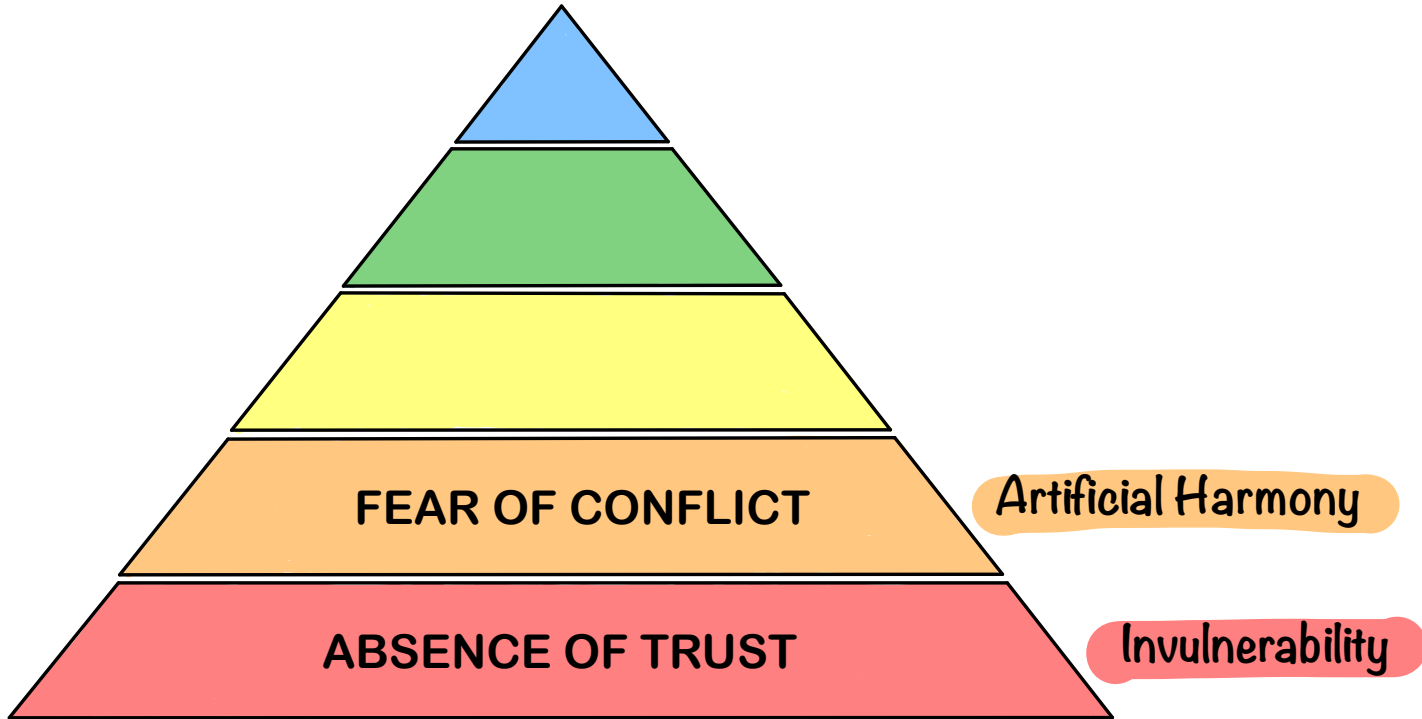
Invulnerability

The Five Dysfunctions of a Team



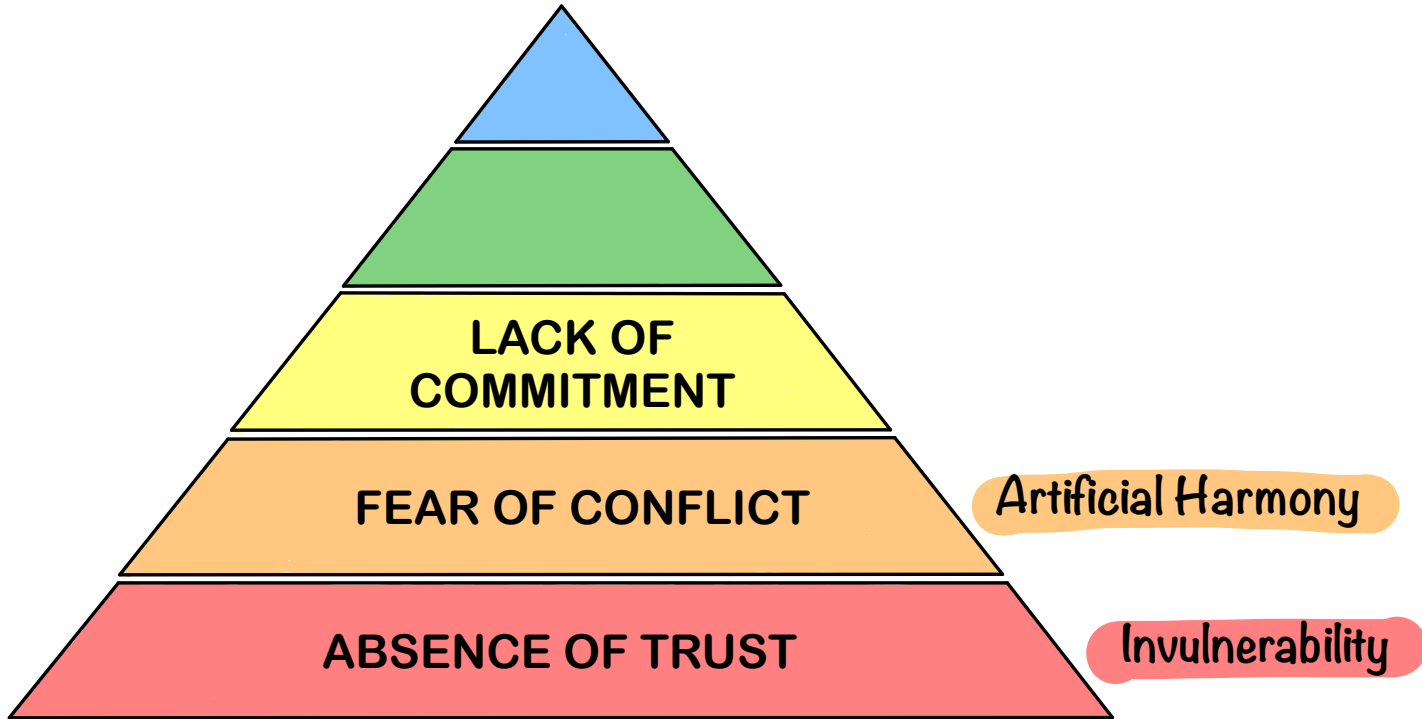
Invulnerability

The Five Dysfunctions of a Team



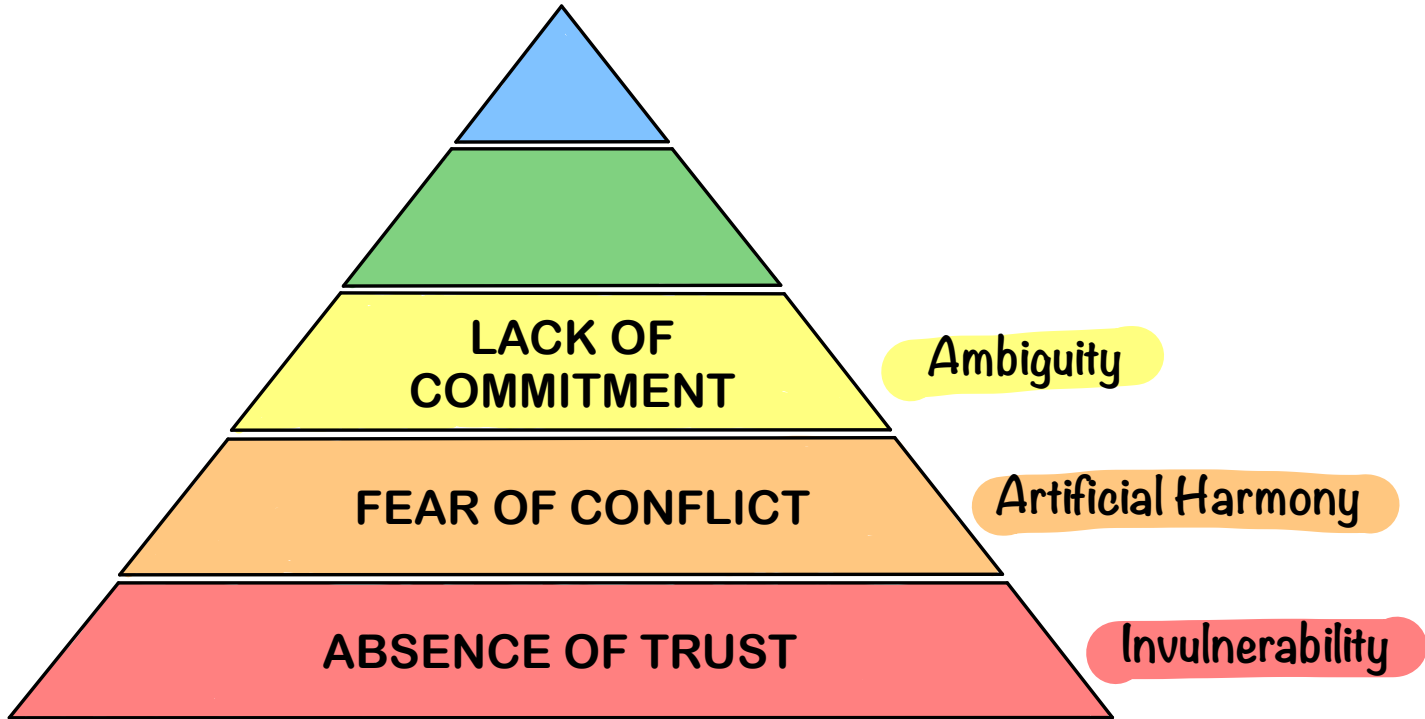
Patrick Lencioni

The Five Dysfunctions of a Team



Patrick Lencioni

The Five Dysfunctions of a Team



Patrick Lencioni

The Five Dysfunctions of a Team



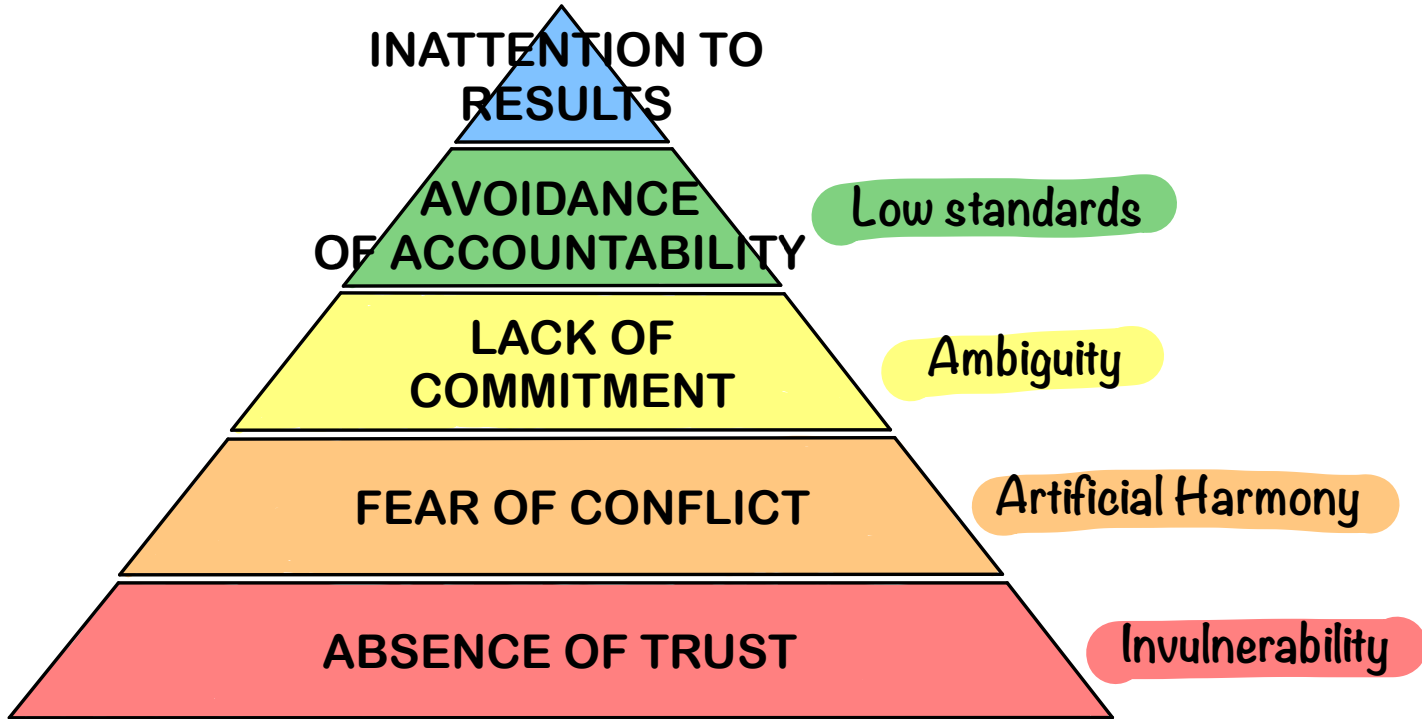
Patrick Lencioni

The Five Dysfunctions of a Team



Patrick Lencioni

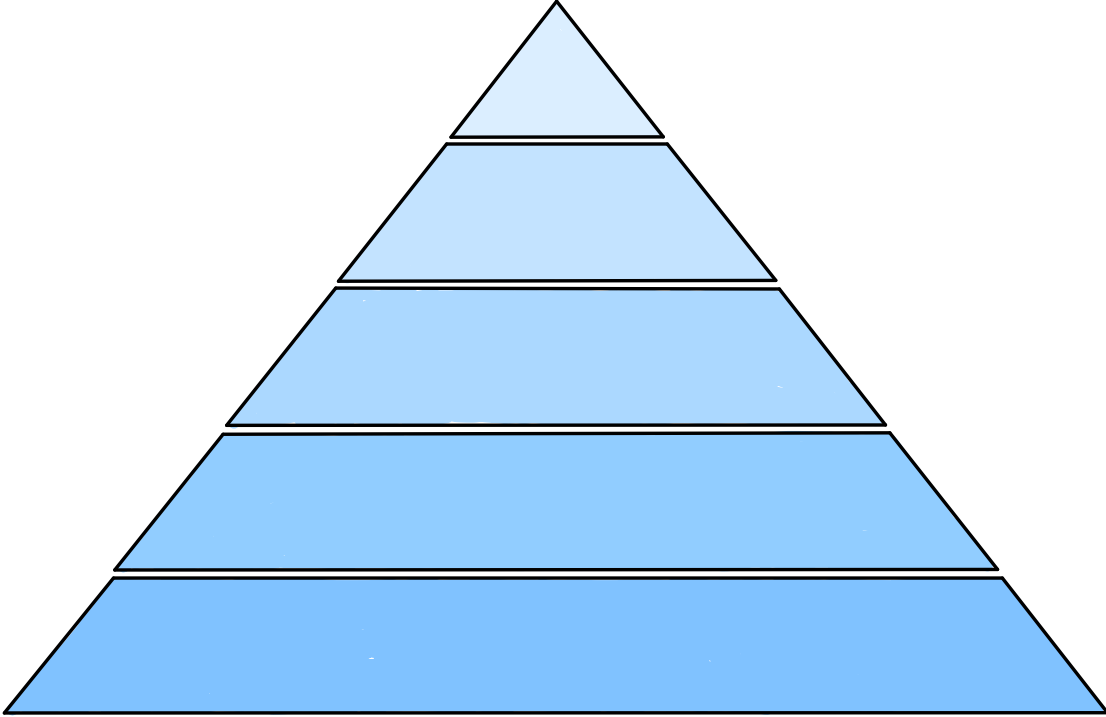
The Five Dysfunctions of a Team



The Five Dysfunctions of a Team

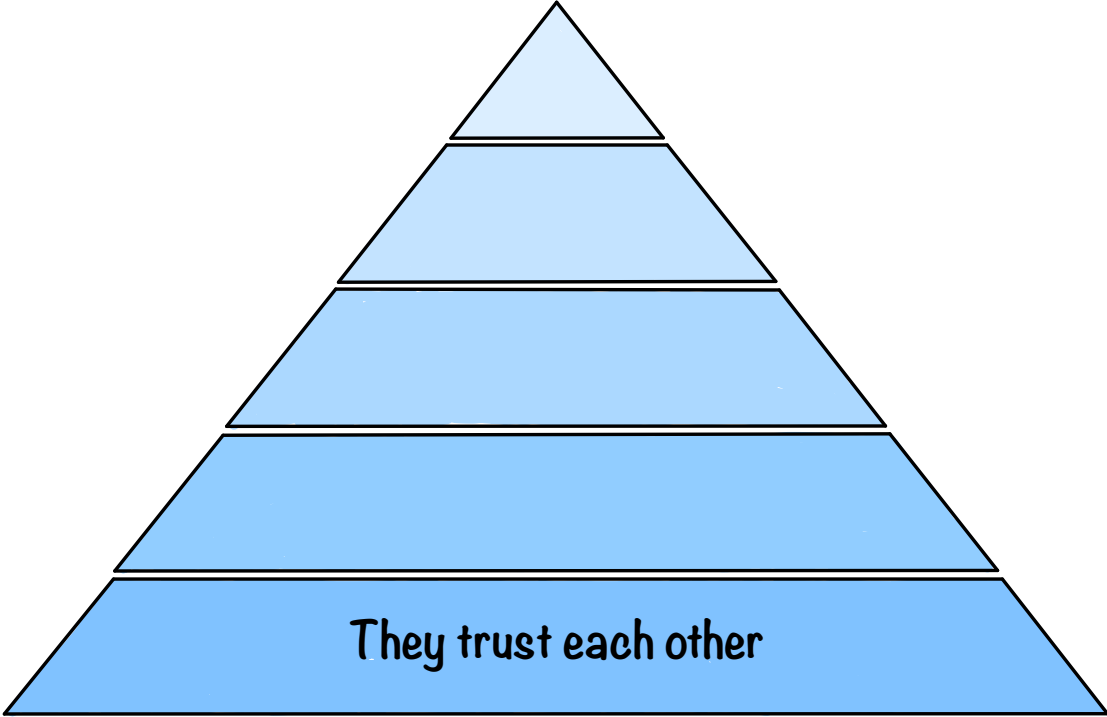


How members of cohesive teams behave



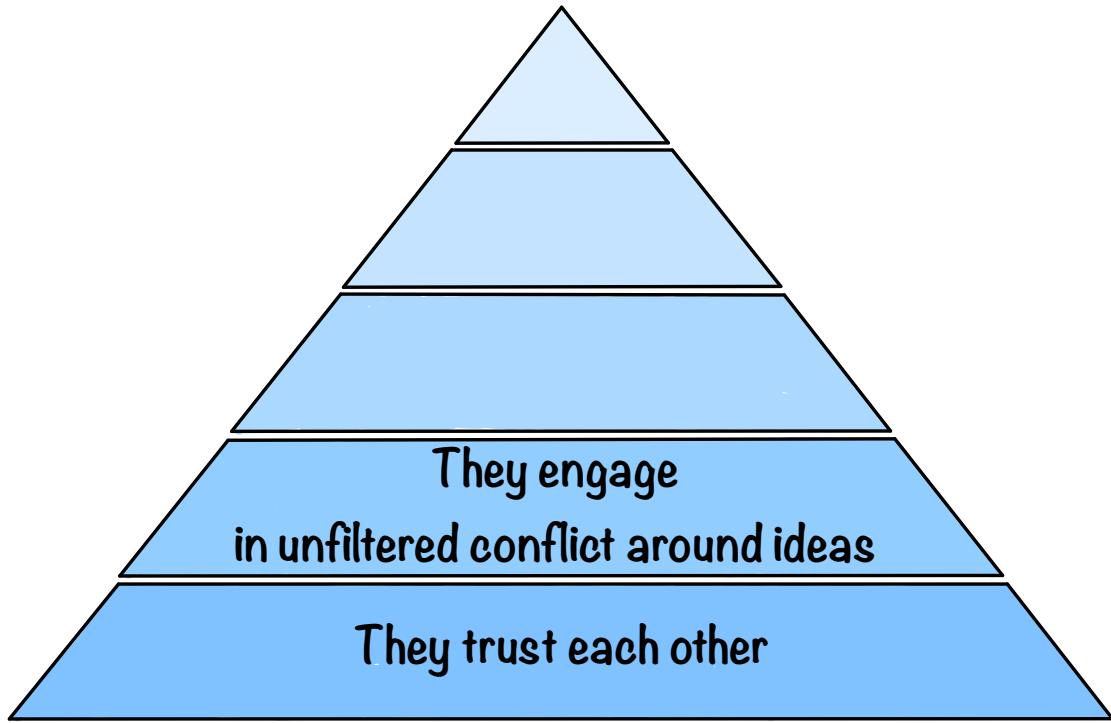
Patrick Lencioni

How members of cohesive teams behave

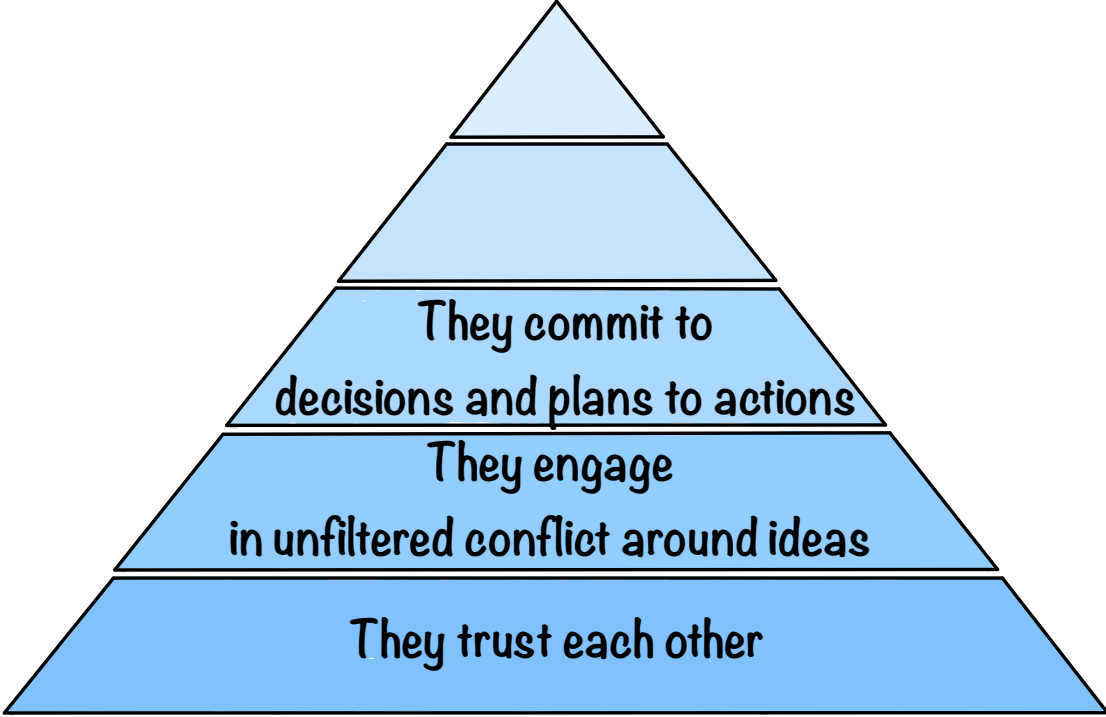


Patrick Lencioni

How members of cohesive teams behave



How members of cohesive teams behave



Patrick Lencioni

How members of cohesive teams behave



How members of cohesive teams behave



The Team Assessment



- A score of 8 or 9 is a probable indication that the dysfunction is not a problem for your team.
- A score of 6 or 7 indicates that the dysfunction could be a problem.
- A score of 3 to 5 is probably an indication that the dysfunction needs to be addressed.

The Five Dysfunctions of a Team

Overcoming



Invulnerability

Patrick Lencioni

The Five Dysfunctions of a Team

Overcoming



Be open, build relationship

Invulnerability

Patrick Lencioni

The Five Dysfunctions of a Team

Overcoming



Artificial Harmony

Patrick Lencioni

The Five Dysfunctions of a Team

Overcoming



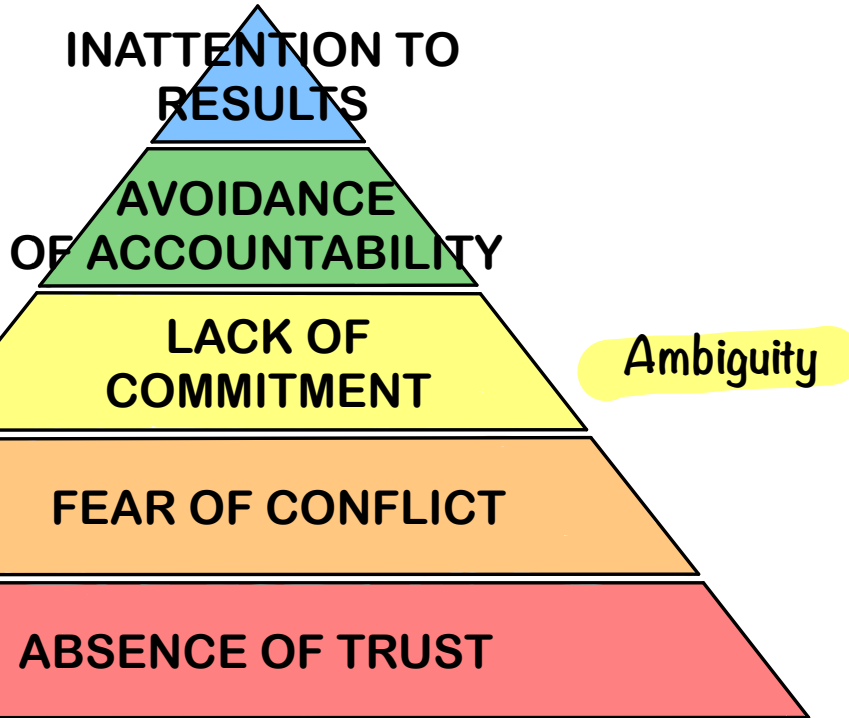
Promote constructive disagreements

Artificial Harmony

Patrick Lencioni

The Five Dysfunctions of a Team

Overcoming



Patrick Lencioni

The Five Dysfunctions of a Team

Overcoming



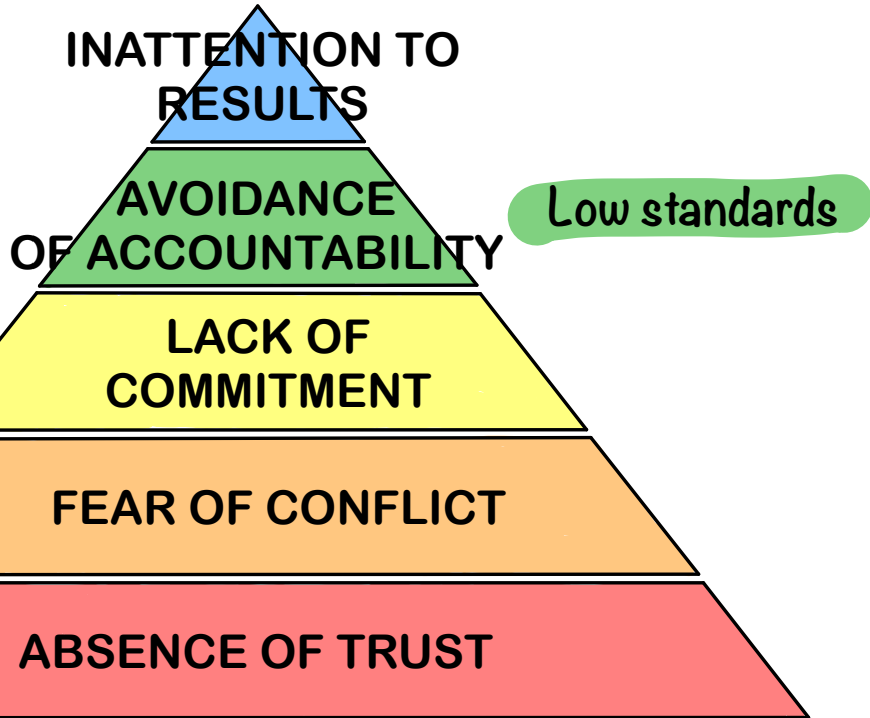
Clarity and buy-in. Disagree and commit.

Ambiguity

Patrick Lencioni

The Five Dysfunctions of a Team

Overcoming



Patrick Lencioni

The Five Dysfunctions of a Team

Overcoming

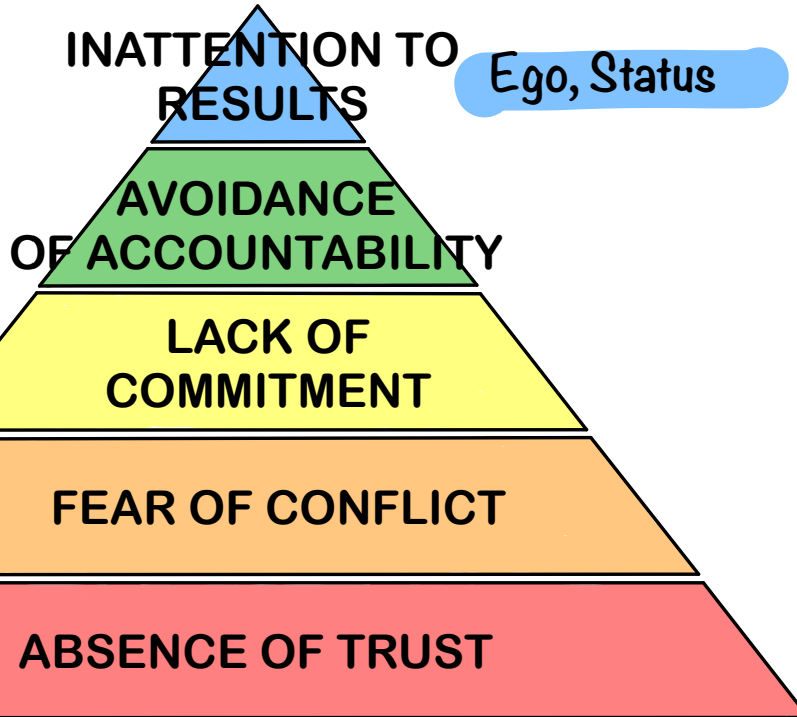


Peer pressure. Team goals and agreements.

Low standards

The Five Dysfunctions of a Team

Overcoming



Patrick Lencioni

The Five Dysfunctions of a Team

Overcoming

Focus on clear outcomes

INATTENTION TO
RESULTS

Ego, Status

AVOIDANCE
OF ACCOUNTABILITY

LACK OF
COMMITMENT

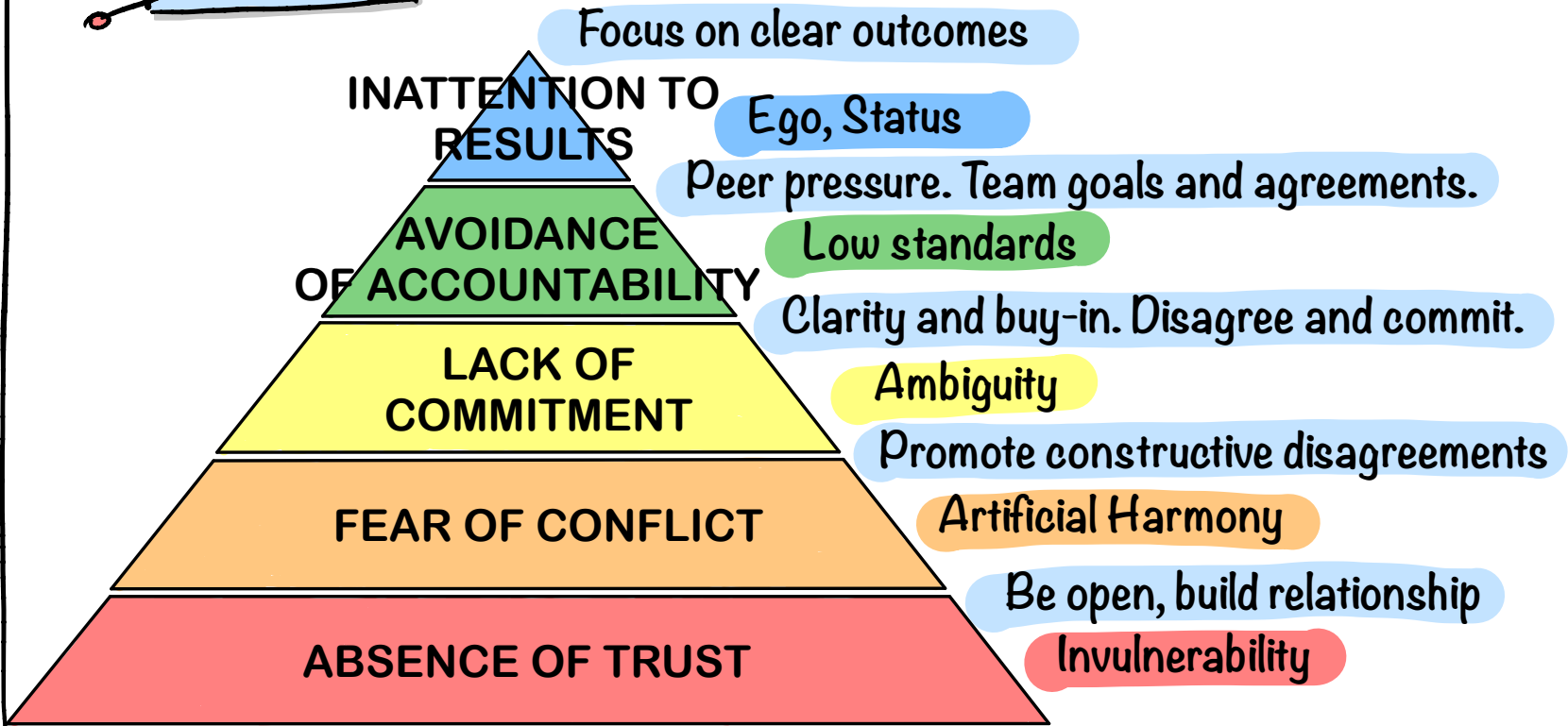
FEAR OF CONFLICT

ABSENCE OF TRUST

Patrick Lencioni

The Five Dysfunctions of a Team

Overcoming



Patrick Lencioni