

The age of working autonomously is over. Nothing is accomplished without interpersonal trust, confidence and collaboration.



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## The Five Dysfunctions of a Team





# The Five Dysfunctions of a Team

Patrick Lencioni's *The Five Dysfunctions of a Team* has become a standard for addressing the natural human tendencies which derail teamwork and productivity. When merged with *DiSC® Insights & Strategies*, a team chooses an *unparalleled* approach to development and unmatched effectiveness.

## Session Outcomes

- Understand individual and collective **Behaviors** that either enable or block team effectiveness
- Increased interpersonal **Trust**
- Surface constructive **Conflict**
- Redefined **Commitment**
- Peer-to-peer **Accountability**
- A focus on **Results** by the creation of individual and team strategies that work
- Increased **Momentum**, energy and enthusiasm for the future

An actual key strategy issue of the team's is used during the session as context for applying insights and principles. Participants leave the session with a framework for addressing the dysfunctions that hold the team back and tools for overcoming them.

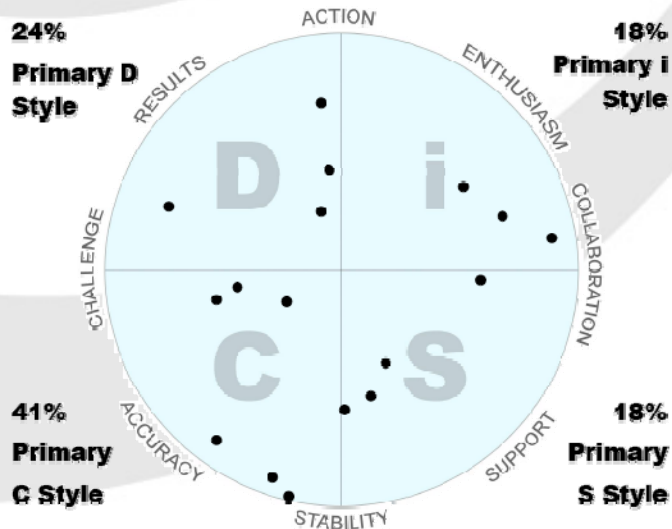
## 2 Days

## Pre-Session Preparation

As preparation for the Session, participants complete key reading materials as well as both the DiSC® Profile and The Team Assessment.

In addition to individual DiSC® reports, a DiSC® Group Culture report is generated that provides an assessment of the team's collective behavioral tendencies and subsequent strengths and weaknesses.

Group Size: 17



Remember teamwork begins by building trust. And the only way to do that is to overcome our need for invulnerability

- Patrick Lencioni

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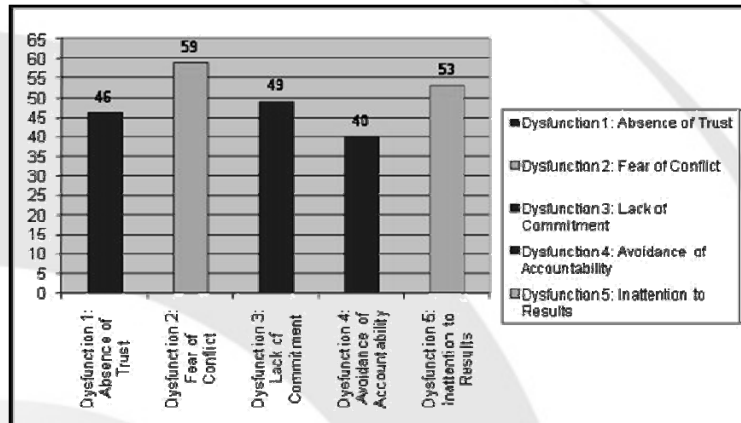
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The Team Assessment report offers customized data outlining a team's strengths and weaknesses, recommendations for overcoming potential dysfunction and specific instructions for debriefing the results. Since 2004, approximately 50,000 individuals have gone through our Assessment.



When a team outgrows individual performance and learns team confidence, excellence becomes reality

- Joe Paterno

## Day 1

- The Five Dysfunctions of a Leadership Team
- Team Assessment: Where We Are and Where We're Going
- Building Trust: Four Principles & Eight Values
- Leadership Effectiveness and the Role of Emotional Intelligence
- Personalizing DiSC® Behavioral Insights within a Leadership Role
- Mastering Conflict

Homework is assigned to prepare for Day 2.

Learning resources:

Team Assessment  
 Everything DiSC® Workplace™  
 Harvard Business Review Articles

## Day 2

- Achieving Commitment —Leadership Choices within the context of a business strategy
- Embracing Accountability
- Focusing on Results
- Leading Forward

Learning resources:

Team Assessment  
 Everything DiSC® Workplace™  
 Key Organization's strategy issue

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## Post Session Implementation

Participants finalize their action plan for improving individual and team effectiveness.

One-on-one distance mentoring session with each participant.

One-half day follow-up status session in six months



Conflict is the beginning  
of consciousness

— *M. Esther Harding*

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