

"How do I get my team to be more effective?" is a common challenge leaders and HR come to us with. Churchill brings you this powerful solution for intact teams and for leaders of teams.

ENHANCE TEAM PERFORMANCE BY FOCUSING ON THE 5 DYSFUNCTIONS OF A TEAM

WHY SHOULD COMPANIES INVEST IN TEAM PERFORMANCE?



Higher Trust
and Engagement



Greater Communication
and Collaboration



Reduced Conflict
Better Decisions

Are You Ready to Conquer the 5 Team Dysfunctions?

We spend a lot of our time working in teams, yet not many organizations teach us how to do it well! Even in this age characterized by the ubiquity of information technology and exponential change, teamwork, a sustainable competitive advantage, remains largely untapped.

One reason for this is that teamwork is hard to measure. Because it impacts the outcome of your organization in such comprehensive and pervasive ways, it's virtually impossible to isolate as a single variable.

Genuine teamwork is also extremely hard to achieve. It can't be bought, nor can it be attained by hiring intellectual giants from the world's best business schools. It requires levels of courage and discipline—and emotional energy—that even the most driven teams don't always possess. But difficult as it may be to measure teamwork, its power cannot be denied. When people come together to set aside their individual needs for the good of the

whole, they can accomplish what might initially have looked impossible on paper. By eliminating the politics and confusion that plague teams, they can get more done in less time and with less cost. That's definitely worth the effort!

The objective of Churchill's **"5 Dysfunctions Workshop"** is to help you reach a common understanding of what it means to be a team and make substantial progress towards becoming a more cohesive, productive unit. Each workshop will vary depending on your team's needs and your current team effectiveness status, derived from your team's **5 Dysfunctions Assessment** results.

Additionally, if your team has already done CliftonStrengths®, DISC® or MBTI®, or Insights® assessments we can incorporate those results into your "5 Dysfunctions Workshop," or add those assessments and a short debrief session in advance.

"5 DYSFUNCTIONS OF A TEAM"

BY PATRICK LENCIONI

To begin improving your team and to better understand the level of dysfunction you are facing, ask yourself these simple questions:

- Do team members openly & readily disclose opinions?
- Are team meetings compelling & productive?
- Does the team come to decisions quickly & avoid getting bogged down by consensus?
- Do team members confront one another about their shortcomings?
- Do team members sacrifice their own interests for the good of the team?

No team is perfect, and the best teams sometimes still struggle with one or more of these issues. Even prominent organizations need to continuously work to ensure that they answer these questions in the affirmative. So, don't worry if you answered "no" to many of these questions. But get ready. Your team might need some work.

The first step toward reducing politics and confusion within your team is to understand that there are five dysfunctions to contend with, and effectively address each that applies, one by one.

The Rewards

Striving to create a functional, cohesive team is one of the few remaining competitive advantages available to any organization looking for a powerful point of differentiation. Functional teams avoid wasting time talking about the wrong issues and revisiting the same topics over and over again because of lack of buy-in. Functional teams also make higher quality decisions and accomplish more in less time and with less distraction and frustration. Additionally, "A" players rarely leave organizations where they are part of a cohesive team.



#1 Absence of Trust

The desire to preserve artificial harmony stifles the occurrence of productive, ideological conflict.

#2 Fear of Conflict

The fear of being vulnerable with team members prevents the building of trust within the team.

#3 Lack of Commitment

The lack of clarity or buy-in prevents team members from making decisions they will stick to.

#4 Avoidance of Accountability

The need to avoid interpersonal discomfort prevents team members from holding one another accountable for their behaviors and performance.

#5 Inattention to Results

The pursuit of individual goals and personal status erodes the focus on collective success.

OUR METHODOLOGY FOR DELIVERING TEAM SUCCESS

Your Churchill "5 Dysfunctions" coach/trainer partners with you to:

1. Start with the end in mind by aligning on a plan (roadmap) to ensure your desired team goal is achieved sustainably.
2. Communicate the program and deploy the baseline "5 Dysfunctions Assessment," book, and pre-work.
3. Integrate any previous results you have and wish to use such as CliftonStrengths®, DISC® or MBTI®, or Insights® or choose to take any of these assessments and attend introductory webinars or workshops if you haven't before.
4. Attend a "5 Dysfunctions Workshop," tailored to your team's specific needs, with a half, 1-day, or 2-day experiential learning option.
5. Provide team support to sustainably apply the learning on the job as the team works together - which may include leader and/or group coaching.
6. Retake the "5 Dysfunctions Assessment" to measure improvement and define the next steps based on the results.

Conquer Team Dysfunction

Start the conversation.

Contact us today to discuss your needs.

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WHY CHOOSE CHURCHILL?

- ✓ **Real-world leadership experience.** Our 200+ Executive Coaches, Consultants and Trainers have rich leadership experience in private and public sectors as well as coaching and training certifications.
- ✓ **Strengths-accelerated approach.** Using CliftonStrengths® we accelerate the natural untapped talent in your people, for more authentic and sustainable growth, and to maximize new leadership mindsets, skills and capability.
- ✓ **A focus on outcomes.** We have high standards for our clients, and expect your organization to receive significant benefits from our partnership. As such we have a methodology for measuring results.
- ✓ **Global footprint.** Churchill's team is diverse with experts across North and Latin America, Europe, Middle East and Asia-Pacific. We can scale delivery to meet your regional and cultural needs.
- ✓ **An agile and flexible partner.** Through building a high trust partnership we meet you where you are, to provide you what you need. We collaborate to deliver constant improvement and a laser focus on your unique needs.

“ Not finance. Not strategy. Not technology. It is teamwork that remains the ultimate competitive advantage, both because it is so powerful and so rare. ”

- Patrick Lencioni

Author of *Five Dysfunctions of a Team*

