- ▶ Define **competitive advantage** and its application in **teamwork**

- ▶ **The Five Behaviors™** framework and its **impact**

- ▶ **5 important statistics**
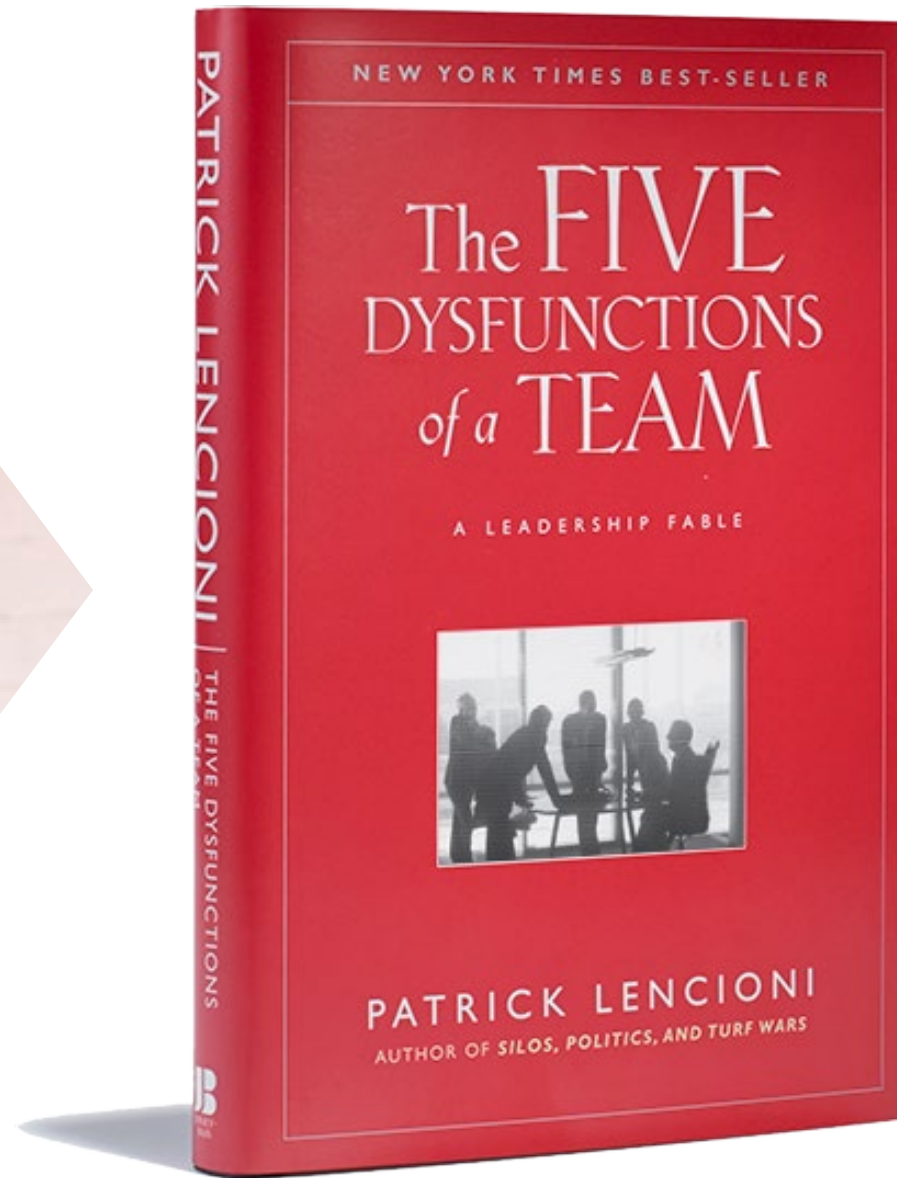
- ▶ Experience **2 Five Behaviors activators**

Today's Overview

Patrick Lencioni

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

>2.5m sold worldwide

NEW YORK TIMES BEST-SELLER

The FIVE
DYSFUNCTIONS
of a TEAM

A LEADERSHIP FABLE

PATRICK LENCIONI

AUTHOR OF *SILOS, POLITICS, AND TURF WARS*

PATRICK LENCIONI | THE FIVE DYSFUNCTIONS of a TEAM

Teamwork

noun | team·work | ˈtēm-ˌwərk

The work done by people who work together as a **team** to do something.

Competitive Advantage

Resources:

- Tangible/Intangible Capabilities
- Core Competencies

From Talented
Individuals
to Extraordinary
Teams

Cohesive teams...

Tap into skills and opinions of all members.

Avoid revisiting topics because of lack of buy-in.

Avoid wasting time and energy on politics and conflict.

Make better decisions.

Are more **fun** to be on!

When coworkers admit their mistakes, does it make you trust them more?

THE FIVE BEHAVIORS
OF A COHESIVE TEAM™

When coworkers admit their mistakes, does it make you trust them more?

84% said yes

THE FIVE BEHAVIORS
OF A COHESIVE TEAM™

TRUST

When team members are **genuinely transparent and honest** with one another, they are able to build vulnerability-based trust.

Activator: Personal Histories

▲ How many siblings do you have?

▲ What is your birth order?

▲ What is one experience from childhood that impacts how you approach teamwork today?

▲ Keep your share to 3 minutes or less.

Do you think your workplace would be more effective if people were more frank with their opinions?

THE FIVE BEHAVIORS
OF A COHESIVE TEAM™

Do you think your workplace would be more effective if people were more frank with their opinions?

71% said yes

THE FIVE BEHAVIORS
OF A COHESIVE TEAM

CONFLICT

When there is trust, team members are able to engage in **unfiltered, constructive debate of ideas.**

Do you sometimes feel that team projects suffer because people aren't committed enough?

THE FIVE BEHAVIORS
OF A COHESIVE TEAM™

Do you sometimes feel that team projects suffer because people aren't committed enough?

86% said yes

THE FIVE BEHAVIORS
OF A COHESIVE TEAM™

COMMITMENT

"When team members are able to **offer opinions and debate ideas**, they will be more likely to commit to decisions."

Authorized Partner
THE FIVE BEHAVIORS
OF A COHESIVE TEAM™

Would your work team be more effective if people were better at holding one another accountable?

THE FIVE BEHAVIORS
OF A COHESIVE TEAM™

Would your work team be more effective if people were better at holding one another accountable?

89% said yes

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OF A COHESIVE TEAM

ACCOUNTABILITY

When everyone is committed to a clear plan of action, they will be **more willing to hold one another accountable.**

The Five Behaviors™ Framework

RESULTS

ACCOUNTABILITY

COMMITMENT

CONFLICT

TRUST

Authorized Partner
THE FIVE BEHAVIORS
OF A COHESIVE TEAM™

In your work experience, have you seen projects suffer because people put their own needs ahead of the team's needs?

THE FIVE BEHAVIORS
OF A COHESIVE TEAM

In your work experience, have you seen projects suffer because people put their own needs ahead of the team's needs?

87% said yes

THE FIVE BEHAVIORS
OF A COHESIVE TEAM

RESULTS

A functional team must make the **collective results of the group more important to each individual** than individual members' goals.
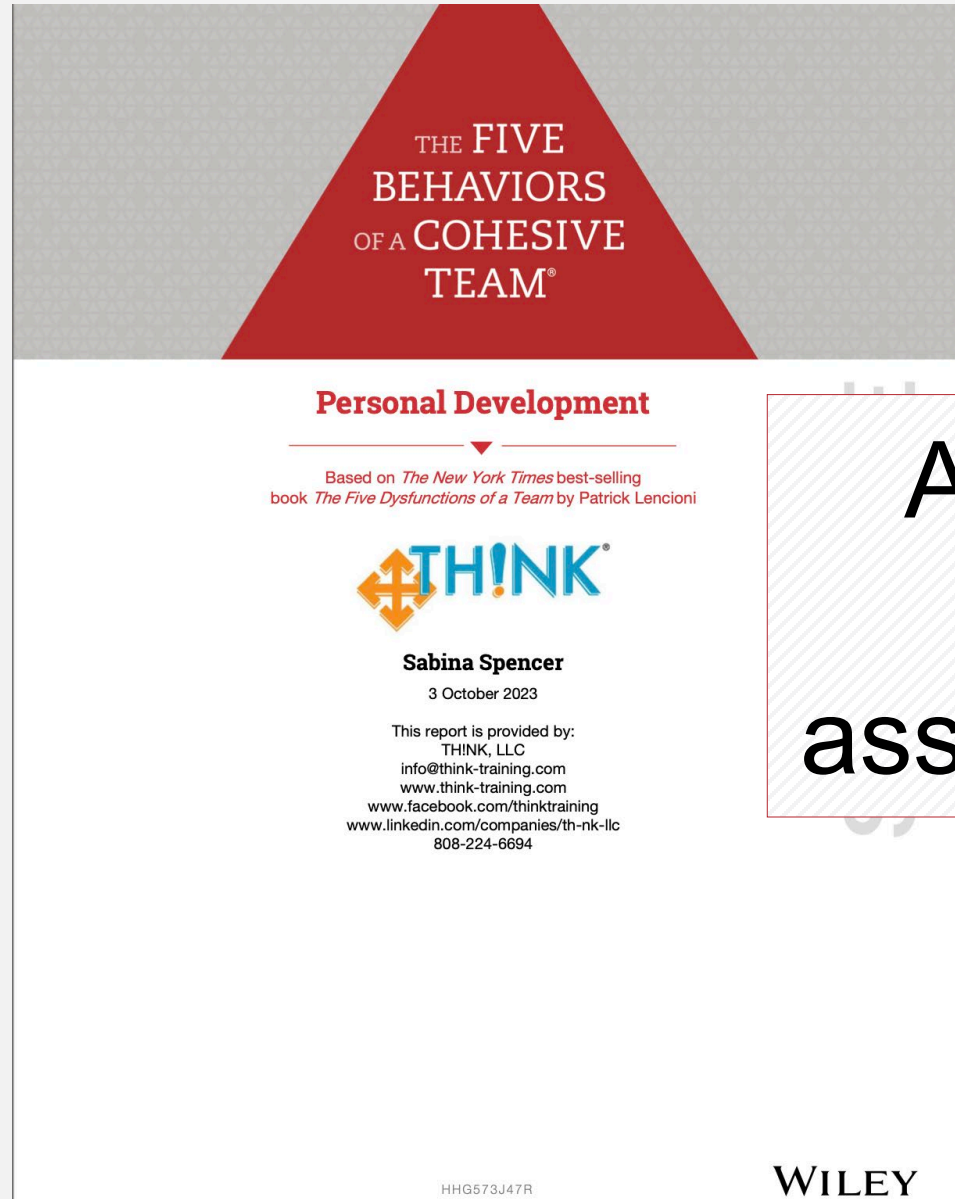
THE FIVE BEHAVIORS
OF A COHESIVE TEAM™

What if There Was a Way to Understand How You...

▲ Trust people?

▲ Engage in healthy conflict around ideas?

▲ Commit to decisions?

▲ Hold people another accountable?

▲ Focus on achieving collective results?

Authorized Partner
THE FIVE BEHAVIORS
OF A COHESIVE TEAM™

One Assessment

All from **ONE** assessment