



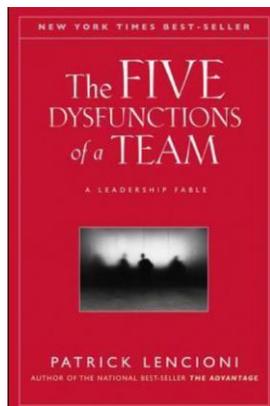
—intentional—
LEADERS
leadership, on purpose

Engaging Your Team with the 5 Dysfunctions Model

5 Dysfunctions of a Team
by Patrick Lencioni

Objectives

- To engage your team a discussion on common team dysfunctions.
- To determine strengths and opportunities for your team.



[5 Dysfunctions Book](#)

From Amazon:

In *The Five Dysfunctions of a Team* Patrick Lencioni once again offers a leadership fable that is as enthralling and instructive as his first two best-selling books, *The Five Temptations of a CEO* and *The Four Obsessions of an Extraordinary Executive*. This time, he turns his keen intellect and storytelling power to the fascinating, complex world of teams.

Kathryn Petersen, Decision Tech's CEO, faces the ultimate leadership crisis: Uniting a team in such disarray that it threatens to bring down the entire company. Will she succeed? Will she be fired? Will the company fail? Lencioni's utterly gripping tale serves as a timeless reminder that leadership requires as much courage as it does insight.

Throughout the story, Lencioni reveals the five dysfunctions which go to the very heart of why teams even the best ones-often struggle. He outlines a powerful model and actionable steps that can be used to overcome these common hurdles and build a cohesive, effective team. Just as with his other books, Lencioni has written a compelling fable with a powerful yet deceptively simple message for all those who strive to be exceptional team leaders.



Considerations for Using this Resource

Resources

- Book (if you would like! = overachiever, or you can watch an overview)
- Videos (hyperlinks included on slide 6)
- Assessment (see 5 Dysfunctions PDF located below this resource)

Time

- Varies depending on videos shown (see slide 6 for times of each video)



Sample Agenda to Use with Your Team

1. Explain purpose of meeting (e.g., strengthen team, build trust, examine opportunities for development of team, etc.)
2. Provide a highlight of Lencioni Model (slide 5)
3. Show and discuss the videos (slide 6)
4. Conduct the assessment (see PDF); score, share and debrief (*NOTE: you can do this anonymously, have the team do the assessment and then hand in without names attached*)
5. Discuss strengths, opportunities for the team



5 Dysfunctions Model

By Patrick Lencioni



Lencioni Videos

- [Trust](#) 12:45
- [Conflict](#) 7:09
- [Commitment](#) 3:42
- [Accountability](#) 9:27
- [Results](#) 3:06

You can use some or all of videos. He shares great stories in each, which brings each of the concepts to life.





Conduct a Debrief

Identify 2-3 actions your team can take to strengthen team performance.



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Leadership has its challenges. Learning to lead shouldn't be one of them.

