



## OVERVIEW

This team building curriculum covers the 5 Dysfunction methodology and uses an online team assessment, so teams can discover how to eliminate beliefs and behaviors that block team effectiveness.

By the end of this workshop participants will be able to:

- Trust their team members and be vulnerable with one another
- Confront conflict in order not to miss valuable opportunities to grow
- Commit as a team and come to a consensus before acting
- Take accountability for their actions and call each other out on unproductive behavior
- Focus on team results rather than their own ego and achievements

## PROGRAM FLOW: KEY CONTENT AREAS

### Welcome

- Introduction
- Learning objectives
- Ground rules
- Building agreement

### Principles

- Genuine teamwork is elusive
- Teams get trapped by 5 dysfunctions
- The dysfunctions can be viewed as a model for building cohesive teams

### Team Assessment

- Online, pre-work assessment to gauge level of dysfunction on the team
- Review team results
- Discuss results, surprises and insights

### Absence of Trust

- Unwillingness to be vulnerable
- What trusting teams do
- Trust-building activity

### Fear of Constructive Conflict

- Beliefs and assumptions about conflict
- How to engage in healthy conflict
- Overcoming fear of conflict

### Lack of Commitment

- Desire for consensus and need for certainty
- What committing teams do

### Avoidance of Accountability

- Holding each other accountable
- What accountable teams do
- How to build accountability

### No Focus on Results

- Personal achievement vs. Collective results
- How to focus on team achievement
- Commitment activity

### Workshop Close