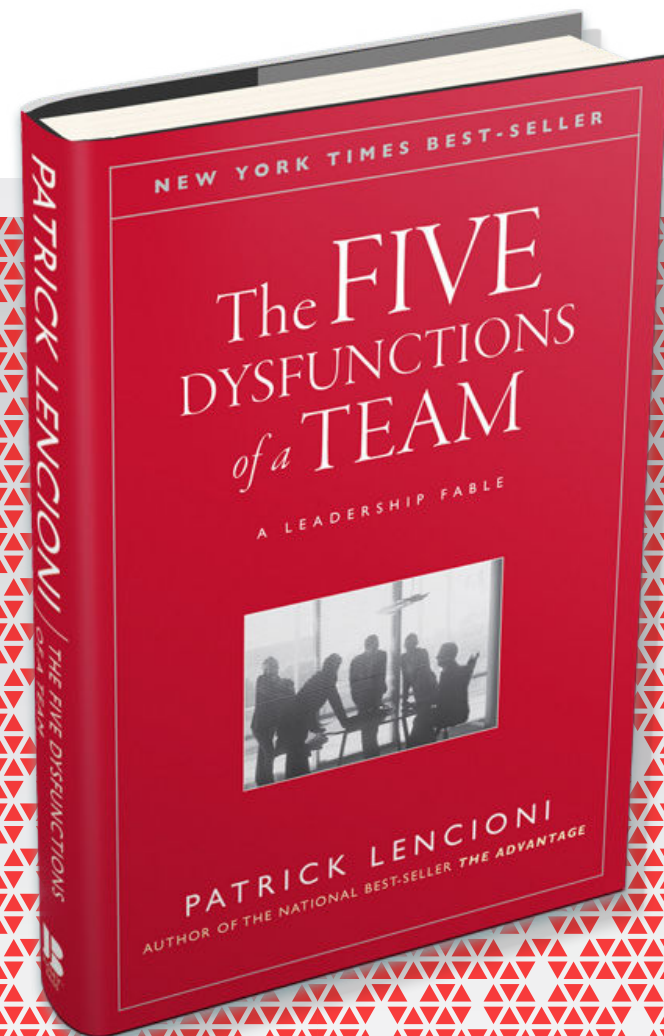


FIVE BEHAVIORS COHESIVE TEAM



"Lencioni's approach allowed our team to truly understand our strengths, and to develop a plan to address the areas where we can be more effective as a team. The process is more than just an assessment tool. It's a rare opportunity for teams to reflect and grow."

Carlo A. Vice President, HR

This blended learning course will help you hone your skills as a consultant and facilitator of this very powerful team improvement program.

The program includes:

- 5-week course plus pre-work
- Weekly 90-minute instructor-led sessions
- Access to learning resources online
- Access to The Five Dysfunctions of a Team eBook



From talented **INDIVIDUALS**
to extraordinary **TEAMS**

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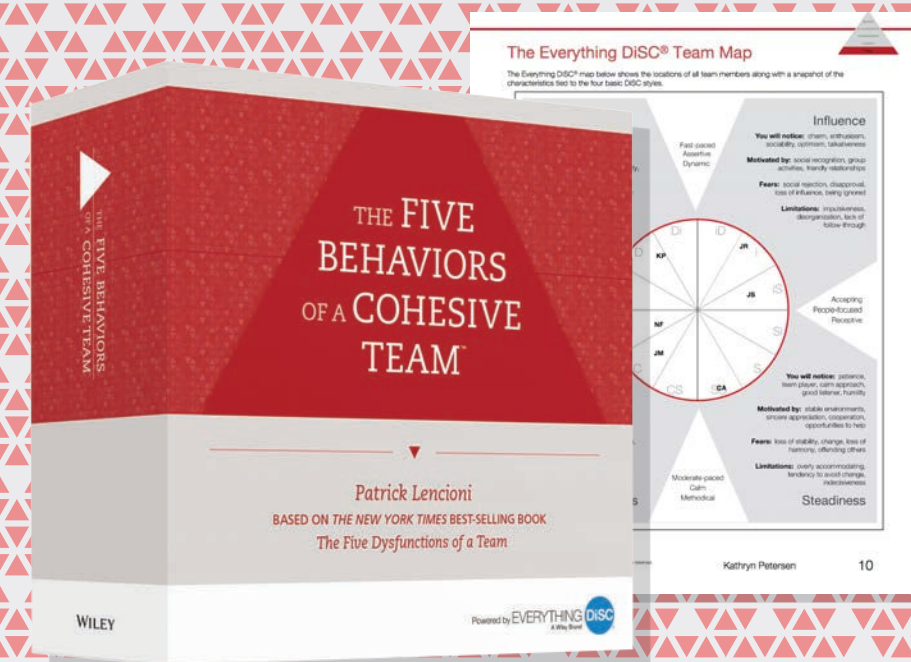
With The Five Behaviors of a Cohesive Team®, individuals gain insight about their team's strengths and challenges and discover how effective communication and objective feedback transforms team culture.

Powered by Everything DiSC®, the profiles help participants understand their own DiSC® style—D: Dominance, i: Influence, S: Steadiness, and C: conscientiousness—and how their style contributes to the team's overall success.

Powered by **EVERYTHING DiSC**
A Wiley Brand

The program includes:

- ▶ Flexible Facilitation: 7 modules with over 40 minutes of video and annotated facilitator reports. Choose from a one-day overview or in-depth three-day guided facilitation.
- ▶ Customizable content: Tailor content to adapt to a team's unique needs.
- ▶ Individual Profiles, participant handouts, take-away cards and activities.
- ▶ Podcasts, online resources, and a research report.
- ▶ Progress Reports and an Annotated Team Report for the Facilitator.



A productive, high-functioning team:

- ▶ Makes better, faster decisions.
- ▶ Taps into the skills and opinions of all members.
- ▶ Avoids wasting time and energy on politics, confusion, and destructive conflict.
- ▶ Avoids wasting time talking about the wrong issues and revisiting the same topics over and over again because of a lack of buy-in.
- ▶ Creates a competitive advantage.
- ▶ Is more fun to be on!

Available exclusively through The Five Behaviors of a Cohesive Team Authorized Partner:

DION
LEADERSHIP

Dion Leadership
39555 Orchard Hill
Place Suite 221
Novi MI 48375
248.515.2235

The Five Behaviors of a Cohesive Team® Model

The single most untapped competitive advantage is team work.

To gain this advantage, teams must:

▶ Trust One Another

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

▶ Engage in Conflict Around Ideas

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

▶ Commit to Decisions

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

▶ Hold One Another Accountable

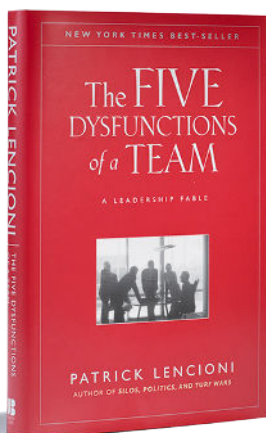
When everyone is committed to a clear plan of action, they will be more willing to hold one another accountable.

▶ Focus on Achieving Collective Results

The ultimate goal of building greater trust, conflict, commitment, and accountability is one thing: the achievement of results.

THE FIVE
BEHAVIORS
OF A COHESIVE
TEAM®

From talented **INDIVIDUALS**
to extraordinary **TEAMS**



The Five Behaviors of a Cohesive Team™ is a unique learning experience that prepares individuals for success in teams. *The New York Times* best-selling author Patrick Lencioni and the power of industry-leading workplace assessment tools come together in a breakthrough program proven to deliver business results.

► *Over 2.5 million copies sold*

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The single most untapped competitive advantage is teamwork.

To gain this advantage, teams must:

- ▶ Trust one another
- ▶ Engage in **Conflict** around ideas
- ▶ **Commit** to decisions
- ▶ Hold one another **Accountable**
- ▶ Focus on achieving collective **Results**

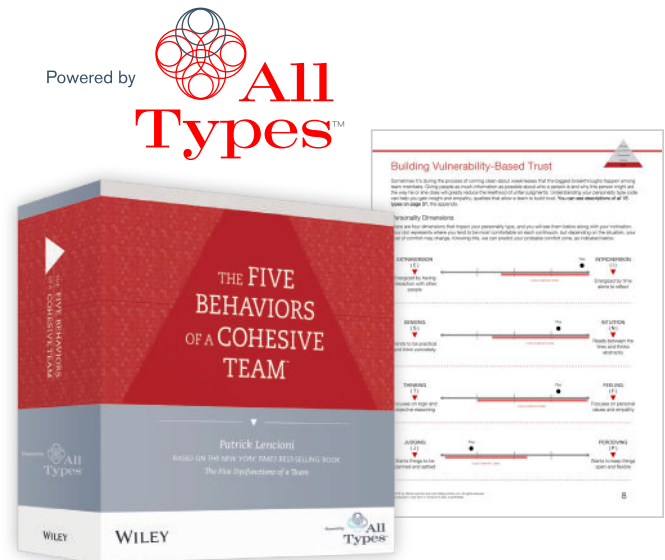
What does this program do?

This program helps improve team effectiveness and productivity in organizations that apply tools based on Carl Jung's theory of psychological types, like the MBTI® instrument¹, as their preferred indicator of behaviors and personality.

Teams will examine how they score on the key components of **Trust**, **Conflict**, **Commitment**, **Accountability**, and **Results**, as well as understand how each team member's unique personality style brings value to the team's overall success.

A productive, high-functioning team:

- ▶ Makes better, faster decisions
- ▶ Taps into the skills and opinions of all members
- ▶ Avoids wasting time and energy on politics, confusion and destructive conflict
- ▶ Avoids wasting time talking about the wrong issues and revisiting the same topics over and over again because of a lack of buy-in
- ▶ Creates a competitive advantage
- ▶ Is more fun to be on!



The program includes:

- ▶ Facilitation: 7 modules with over 40 minutes of video and annotated facilitator reports
- ▶ Assessment: 3 sets of questions—address the individual's personality, the team's behaviors, and team culture
- ▶ Individual Profiles, Team Progress Reports, and one-on-one Comparison Reports
- ▶ Participant handouts, take-away cards, and activities
- ▶ Research: podcasts, online resources, and a report

[1] Myers-Briggs Type Indicator, Myers-Briggs, MBTI and MBTI Logo are trademarks or registered trademarks of the Myers & Briggs Foundation in the United States and other countries.

Are you ready to get started? Contact me for more information:



Dion Leadership
139555 Orchard Hill
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Build and Fortify Skills that Transcend Teams

This new product was created to harness the power of The Five Behaviors™ across the entire organization. **The Five Behaviors Personal Development** solution teaches individuals to become better teammates by integrating Patrick Lencioni's model at the organizational level. The goal is to completely redefine teamwork and collaboration.

Personal Development was designed specifically to work for individuals; **participants do not all need to be part of the same team**. Rather, participants can carry the takeaways of this program from one team to the next, enabling a culture of teamwork. Learners at all levels of an organization can benefit from this program and adopt its powerful principles, shape behaviors, and create a common language that empowers people to rewrite what it means to work together.

The Need for the Solution

Today's organizations are working beyond a single team. Advances in technology are disrupting the market, globalization is forcing a new approach of working, and the teams of the future have never seen this level of diversity. In essence, organizations need to equip their employees to quickly create cohesive teams that enable results. The idea was to create a model that harnesses the power of Patrick Lencioni's *The Five Dysfunctions of a Team* and adjust it to benefit the individual, who can then disperse the key takeaways throughout their organization.

What It Does

This is a tool to help individuals better understand, internalize, and apply the principles of The Five Behaviors model and to foster communication that can be used throughout an organization.

It's designed to be delivered in a classroom setting of up to 30 participants, regardless of how well they know one another.

The Five Behaviors™ Model

Below is a brief summary of the five behaviors.

- **Trust** One Another
When team members are genuinely transparent and honest with one another, it forms a safe environment that creates and builds vulnerability-based trust.
- Engage in **Conflict** Around Ideas
With trust, team members are able to engage in unfiltered, constructive debate of ideas.
- **Commit** to Decisions
When team members are able to offer opinions and debate ideas, they feel heard and respected, and will be more likely to commit to decisions.
- Hold One Another **Accountable**
Once everyone is committed to a clear plan of action, they will be more willing to hold one another accountable.
- Focus on Achieving Collective **Results**
The ultimate goal is the achievement of results, unlocked through implementing the model's principles of Trust, Conflict, Commitment, and Accountability.



A Productive, High-Functioning Team:

- Feels safe to ask for help and express their opinions
- Avoids wasting time and energy on politics, confusion, and destructive conflict
- Is committed to the end goal
- Holds one another accountable
- Has more fun—and delivers results!

The Program Includes:

- A computer-adaptive, psychological assessment
- Personal Development Profile and one-on-one Comparison Reports
- Half-day facilitation that includes activities, video, and a handout, plus two optional activities



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