



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 create cohesive teams quickly to enable results. The idea was to create a model that harnesses the Power of Patrick Lencioni's Five Dysfunctions 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 of a Cohesive Team® model and to foster communication that can be used throughout an organization.

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

The Five Behaviors of a Cohesive Team[®] Model

Below is a brief summary of the five behaviors.

- **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.



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 that measures 12 personality types
- Personal Development Profile and one-on-one Comparison Reports
- Half-day facilitation that includes activities, video, and a handout, plus two optional activities



Deb Bercume
BERCUME ASSOCIATES, INC.
508.842.8917 or 508.797.7022
deb@BercumeAssociates.com
www.BercumeAssociates.com
www.FiveBehaviors.com/BercumeAssociates