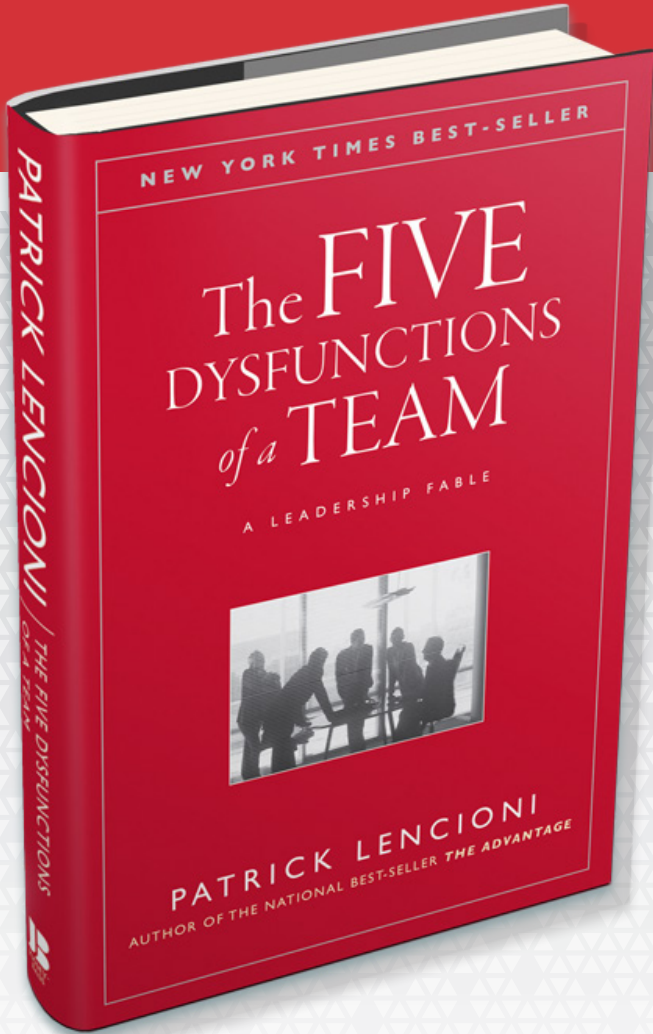


Based on the best-selling book  
*The Five Dysfunctions of a Team*



“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 F., Vice President, HR



THE FIVE BEHAVIORS OF A COHESIVE TEAM®

FACILITATOR ACCREDITATION

Gain expertise, confidence, and credentials while you learn to help teams engage in critical and challenging conversations.



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

THE FIVE  
BEHAVIORS  
OF A COHESIVE  
TEAM®



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



The Five Behaviors of a Cohesive Team® Model

## The single most untapped competitive advantage is teamwork.

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.

# From talented INDIVIDUALS to extraordinary TEAMS

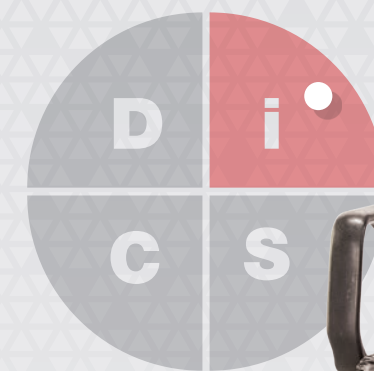
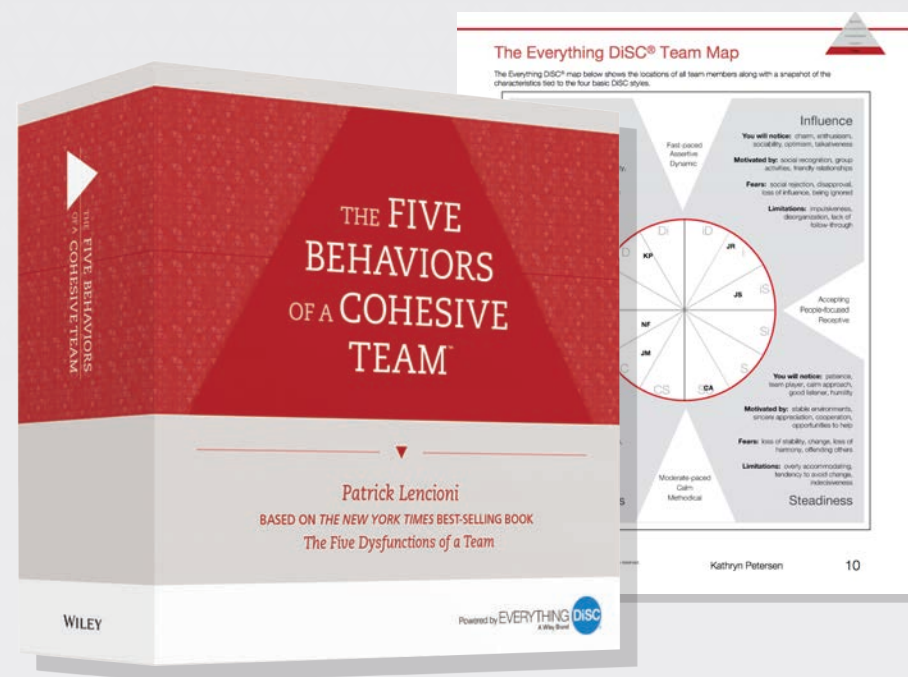
**With The Five Behaviors of a Cohesive Team®, individuals gain insight about their team's strengths and challenges and discover how effective communication and objective feedback transforms team culture.**

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:

**Traci Manalani, MA, PCC**  
(415) 847-8838  
tmanalani@manalaniconsulting.com

