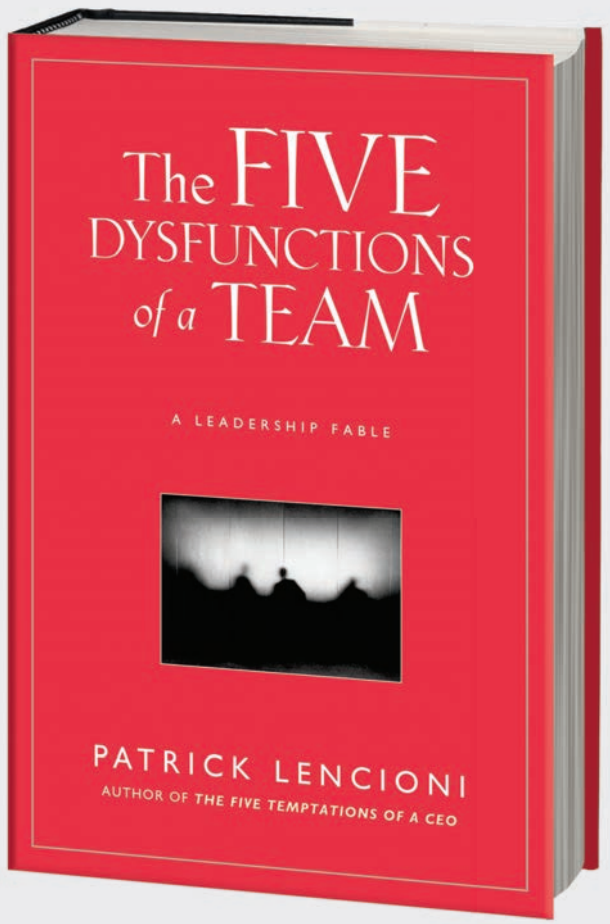
Based on the best-selling book *The Five Dysfunctions of a Team*

Over 2.5 Million Copies Sold

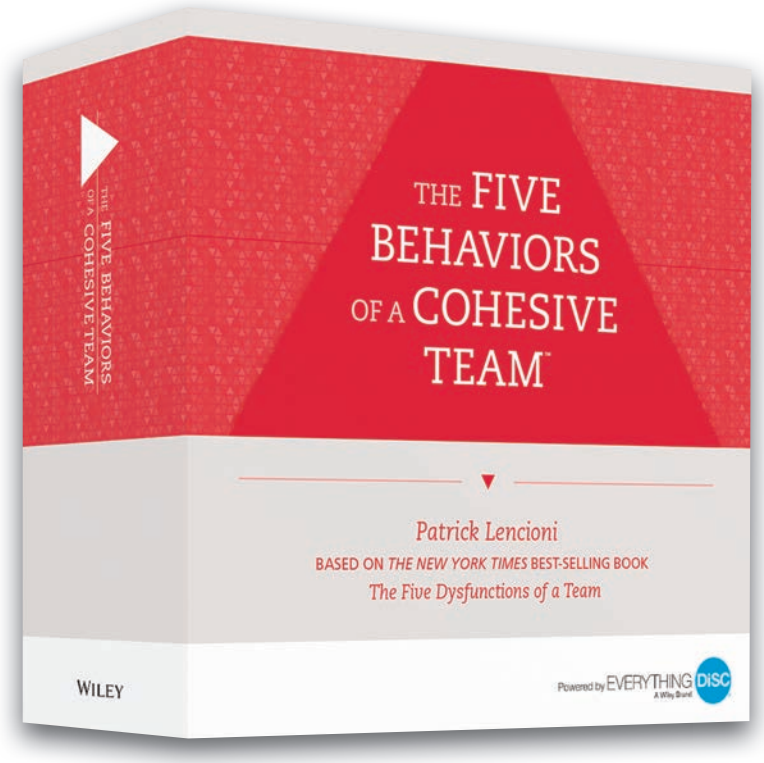


"We have used this book to transform our culture and our bottom line."

—Donnie Smith, CEO, Tyson Foods

"*The Five Dysfunctions of a Team* is a foundational part of our training and leadership development."

—Gary Kelly, CEO, Southwest Airlines



The Five Behaviors of a 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 F., Vice President, HR

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THE FIVE BEHAVIORS OF A COHESIVE TEAM™

Your Team Can Do Better.

WILEY

Simple. Personalized. Proven.

The Five Behaviors of a Cohesive Team Model

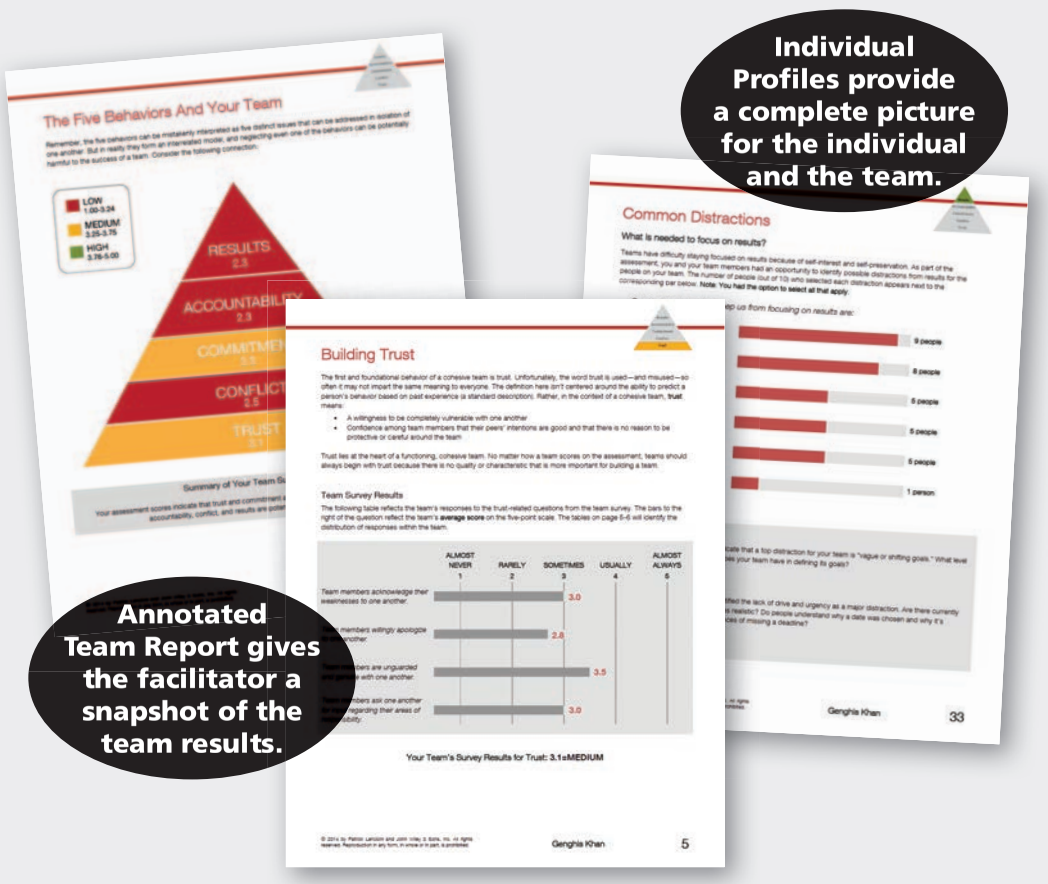
The single most untapped competitive advantage is teamwork.

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.

The Five Behaviors of a Cohesive Team has a simple goal:

To create a learning experience that helps individuals and organizations reveal what it takes to build a truly cohesive and effective team in the most approachable, competent, and effective way possible. Powered by Everything DiSC®, the profiles help participants understand their own DiSC® styles. Bringing together everyone's personalities and preferences to form a cohesive, productive team takes work, but the payoff can be huge—for individuals, the team, and the organization.



Individual Profiles provide a complete picture for the individual and the team.

Annotated Team Report gives the facilitator a snapshot of the team results.

The program includes:

- Facilitator's Guide with 7 modules
- PowerPoint® with over 40 minutes of video
- Participant handouts with activities
- Take-away cards for each of The Five Behaviors
- Podcasts, online resources, and a research report
- Individualized Profiles
- Annotated Team reports
- Support directly from Patrick Lencioni through videos that help you work with the model

There are many reasons teams fail.

There's one proven way to help them succeed.

What does this program do?

The program helps teams understand how, as a team, they score on the key components of The Five Behaviors model: trust, conflict, commitment, accountability, and results. Each individual on the team will also 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.

Who is it for?

The program is designed exclusively for intact teams and work groups. The Five Behaviors of a Cohesive Team harnesses the power of Everything DiSC and the clarity and simplicity of The Five Dysfunctions of a Team model.

How does it work?

The Five Behaviors Model is used to help team members learn to work together more efficiently and effectively and become a more cohesive team. 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!

Powered by EVERYTHING DiSC® A Wiley Brand