# OVERCOMING THE FIVE DYSFUNCTIONS OF A TEAM WORKSHOP

**TABLE+BRIDGE CONSULTING**

NEW YORK TIMES BEST-SELLER

The FIVE DYSFUNCTIONS of a TEAM

A LEADERSHIP FABLE

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AUTHOR OF SILOS, POLITICS, AND TURF WARS

## Build A Stronger, More Cohesive and Effective Team

The one thing holding back most companies from reaching their full potential is NOT lack of innovation, marketing, or even leadership. It's the fact that their leadership teams are not cohesive and aligned.

We all want results-driven teams, but too often, politics, drama, and misaligned priorities derail even the best leaders. You're faced with sluggish decision-making, missed opportunities, and the frustration of shouldering the burden of your company's success alone.

- Does your team feel cohesive, connected and aligned?
- Are you tired of experiencing disruptive surprises in your organization?
- Do team members openly and readily disclose their opinions?
- Are team meetings compelling and productive?
- Does your team need to make faster, better decisions and avoid getting bogged down by consensus?
- Do your team members half-heartedly pursue goals and initiatives?
- Do you carry the weight of holding team members accountable?
- Is your team focused on their department results or the collective results of the organization?

### Aligned Teams

Teams are united, cohesive and on the same page.

### Superior Results

Teams are empowered and focused on delivering exceptional results.

### Lasting Impact

Teams are committed and accountable to the organization's lasting success.

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Like it or not, all teams are potentially dysfunctional. Team dysfunction is inevitable because we are all fallible human beings. But that doesn't mean you have to accept team dysfunction. Fortunately, the causes of dysfunction are both identifiable and curable. Dysfunction is not permanent; your team can overcome its dysfunctions and thrive with the right tools and strategies, opening up a world of potential growth and success.

Transform your team dynamics and drive success with our intensive one-day workshop based on Patrick Lencioni's The Five Dysfunctions of a Team Model. This practical workshop is designed to help teams identify and overcome common obstacles to achieve higher performance and cohesion. Offered both virtually and in-person, this fast-paced, engaging session includes assessments, interactive activities, and follow-up support to ensure lasting impact.

# THE FIVE DYSFUNCTIONS OF A TEAM

INATTENTION TO
**RESULTS**

AVOIDANCE OF
**ACCOUNTABILITY**

LACK OF
**COMMITMENT**

FEAR OF
**CONFLICT**

ABSENCE OF
**TRUST**

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# Benefits for Organizations

▶ **Strengthen Trust:** Quickly establish vulnerability-based trust; high-trust teams get more done in less time.

▶ **Increase Engagement:** Develop a positive and engaging work environment where everyone's strengths are recognized and utilized.

▶ **Make Faster, Better Decisions:** Improve decision-making by mastering healthy conflict and ensuring all voices are heard.

▶ **Achieve Commitment:** Establish "all-in" team commitment to decisions and goals.

▶ **Embrace Accountability:** Create a culture of accountability where team members support and challenge each other to achieve high standards.

▶ **Lead Better Meetings:** Enhance the effectiveness and productivity of team meetings.

▶ **Focus on Collective Results:** Align team efforts with organizational goals rather than individual or departmental initiatives.

▶ **Unlock Competitive Advantage:** Activate the competitive advantage of trust and team cohesion in day-to-day operations.

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## Workshop Details

This interactive workshop is designed to help participants understand the Five Behaviours of a High-Performing team and how each behaviour contributes to team success. It is a foundational workshop for organizations looking to enhance their organizational health. In a half-day or full-day session, participants will gain a clear understanding of the Five Dysfunctions of a Team model and how they impact their team's unity, decision-making, and organizational results.

Teams will gain a thorough understanding of the Five Dysfunctions— the Absence of Trust, Fear of Conflict, Lack of Commitment, Avoidance of Accountability, and Inattention to Results—and their impact on team performance. From there, teams will debrief the online assessment, share results, and discuss insights to identify critical areas for improvement

Teams will participate in exercises that aim to build trust among team members. This will create a foundation for open and honest communication and focus on real-world issues that the team faces. The exercises are practical and not "touchy-feely." Teams will learn how to engage in productive, healthy conflict, allowing them to openly and constructively discuss differing opinions, thus leading to improved decision-making. Together, we will create team "rules of engagement" to ensure that teams keep this learning alive in their organization.

To reinforce learning, we will review a recent decision, engage in healthy, productive conflict, and explore the level of commitment to that initiative. We will work on developing a culture of accountability where team members hold each other responsible for their performance and behaviour. Teams will commit to improving behaviours that may hinder the organization's success. Finally, teams will review their most important goal and commit to a regular schedule for reviewing progress.

## Ready to transform your team's dynamics and drive success?

Join us for the Overcoming the Five Dysfunctions of a Team Workshop and start overcoming common obstacles to achieve higher performance and unity. Contact us to book your session and unlock your organization's full potential. We're here to help you take the next step.

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# We Don't Believe in One and Done Engagements

At Table + Bridge Consulting, we believe our clients deserve programs that deliver lasting impact. That's why we always include pre-session coaching and detailed post-workshop implementation plans for our workshops.

## Pre-Workshop Coaching:

- **Pre-Workshop Assessment:** Participants complete a 15-minute online assessment to identify current team dysfunctions and individual contributions to team dynamics.

- **Pre-Workshop Leader Coaching:** The leader will receive coaching before the session to prepare for workshop participation and integrate the models into daily operations.

- **Pre-Workshop Team Calls:** We will conduct brief pre-workshop calls with the leadership team to better understand the company's unique challenges.

## Post-Workshop Coaching:

- **Post-Workshop Coaching:** Follow-up coaching for the leader to reinforce learning, address challenges, and ensure ongoing progress.

- **Post-Workshop Playbook:** Provide a comprehensive playbook for ongoing reference and implementation of the Five Dysfunctions of a Team.

- **Post-Workshop Implementation:** Create a tailored action plan, ongoing support, and follow-up coaching to address challenges and reinforce successful implementation practices.

**100 %
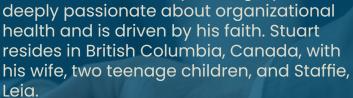SATISFACTION
GUARANTEED**

At **Table + Bridge Consulting**, we are committed to delivering exceptional value and results. If you are not completely satisfied with our services, we will work with you to make it right at no additional cost. Your success is our priority, and we stand behind the quality of our work with a 100% satisfaction guarantee.

## About Stuart Gibb

Stuart specializes in empowering teams to achieve superior results within their organizations. He accomplishes this through team off-site events, leadership coaching, and interactive workshops. Stuart has extensive experience working with CEOs and executive leadership teams, helping them to quickly and effectively implement the transformative principles outlined in books by Patrick Lencioni and Jon Gordon.

His professional background spans various industries, including manufacturing, retail, financial services, construction, health and wellness, nonprofits, and churches. Before establishing his consulting practice, Stuart held senior leadership positions in Operations, Human Resources, and L&D for over twenty years. He managed a nine-figure business unit with over 45 locations, leading his team to achieve EBITDA and sales growth records.

Stuart holds certifications as an Organizational Health Consultant, a Six Types of Working Genius Coach, a Jon Gordon-certified coach (in Energy Bus, The Power of Positive Leadership, The Power of a Positive Team), and a CliftonStrengths Coach. He has a BA from the University of Calgary. He is deeply passionate about organizational health and is driven by his faith. Stuart resides in British Columbia, Canada, with his wife, two teenage children, and Staffie, Leia.

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