

MANAGEMENT POSSIBLE®

-LICENSED TO SKILL-®

*“Not finance. Not strategy. Not technology.
It is teamwork that remains
the ultimate competitive advantage,
both because it is so powerful and so rare.”*
— Patrick Lencioni



TEAMWORK IS THE ULTIMATE COMPETITIVE ADVANTAGE

Business is too complex for any one person, one group, one division and sometimes one location to go it alone. **The challenges of the world have grown exponentially in terms of complexity, interconnections and the speed of change.**

No single expert can possibly understand it all thoroughly, let alone know how to address it.

For a business to succeed, really succeed, today and tomorrow, **cohesive leadership teams must be built.** It is the willingness of leadership teams to build a climate of trust and constructive conflict across organizational divisions, effectively

shifting and transforming the existing cycles of blame and separation to virtuous cycles of collaboration firmly grounded in a shared endeavor. Leadership teams must create coherence and connection across differences while building productive relationships and engaging employees.

No longer can any single leader meet the demands placed upon them. **Teams have so much more potential than individuals to rise to the growing current and future challenges that face all organizations.** Discover a new form of collective leadership.

STEP 1: FIVE BEHAVIORS PROGRAM



The Five Behaviors of a Cohesive Team™ Model



THERE ARE MANY REASONS TEAMS FAIL.
THERE'S ONE PROVEN WAY TO HELP THEM SUCCEED.

YOUR TEAM CAN DO BETTER

The Five Behaviors of a Cohesive Team is an assessment-based 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. Brining 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.

WHAT'S THE ADVANTAGE?

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.

WHAT'S IN THE PROGRAM?

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 personality style and their team members styles, based on the DiSC® model: D: Dominance, i: Influence, S: Steadiness, 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:

- Make 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 lack of buy-in
- Creates a competitive advantage
- It's more fun to be on!



STEP 2: **FACE TIME** COACHING

FOCUS ON THE LEADER: CULTIVATE A SKILLED TEAM MEMBER

Individual Team Member Coaching

We work with your individual leaders to ensure they receive the personalization necessary to **actually develop, change and improve teaming skills and behaviors as leaders**. We provide **certified and credentialed coaching for every individual team member**. We coach live, one-on-one, with each member to ensure team behaviors are understood and instilled through deeper self-awareness, practice and reflection.

Individual and Package Rates Available.

FOCUS ON THE TEAM: CULTIVATE PERFORMANCE

Team Facilitation & Coaching

While measuring and learning the critical skills and behaviors of a cohesive team are essential to generating the horsepower your organization is looking for in terms of its teamwork.

The opportunity to **practice these skills in real time on real work** is where your dream of team can really actualize.

Our certified and credentialed coaches work, on-site with your team to both facilitate and **coach your team to master The Five Behaviors**.

However we're not just limited to The Five Behaviors.

LEADERSHIP TEAM COACHING

We work with your leadership team to become significantly more effective in dealing with the following challenges:

- Managing a Full Array of Expectations
- Running and Transforming the Business in Parallel
- Working Effectively Through Systemic Conflict
- Living and Functioning in Multiple Memberships (multiple teams)
- Functioning Freely in Complexity and Interconnectedness
- Working Well Virtually and In Person
- Embracing the Challenge of Interconnection and Relationship- Stop Focusing on the Parts
- Restoring Trust
- Increasing the Quality of Engagement
- Effective Collaboration



Contact us to set up a strategy session to how this program aligns to your business and development goals. 800.387.8175 or teams@managementpossible.com

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