



presents...

the Five Behaviors of a Cohesive Team™

**The single most untapped competitive advantage
for your organization is teamwork!**

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 same topics over and over
- ▶ Creates a competitive advantage
- ▶ Is more fun to be on!



Does your team:

Hold each other accountable?
Work in harmony but not achieve
tangible results?
Sometimes seem like they're not
committed enough?

Do your coworkers:

Admit their mistakes?
Trust one another?
Put their own needs
ahead of the team's?

Are your people on board?

The Five Behaviors of a Cohesive Team™ is an assessment-based learning experience that helps leaders discover what it takes to build a high-performing team. Bringing together everyone's preferences and competencies to develop a cohesive, productive team takes work, but the payoff can be huge—for your people, the team, and the organization.



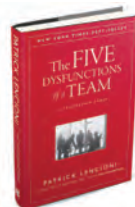
To gain this advantage, teams must

- ▶ **Trust** one another
- ▶ Engage in **Conflict** around ideas
- ▶ **Commit** to decisions
- ▶ Hold one another **Accountable**
- ▶ Focus on achieving collective **Results**

We make people better leaders and leaders better people!

"Working with peopleFirst has helped us understand our team dynamics. Our leaders work better together, which has improved our organization's health and ultimately increased our success."

James Frost, General Manager, Maple Stamping
Cosma International Group of Magna International.



Based on *The New York Times* best-seller, *The Five Dysfunctions of a Team*

Over 2.5 million copies sold

Program Overview

The Five Behaviours of a Cohesive Team™ is divided into seven modules which can be customized to suit your budget and schedule. Programs range from one-day events to six-month commitments. Contact [peopleFirst](#) to find the best fit for your organization.

MODULE 1: INTRODUCTION

- Discuss the value of operating as a cohesive, functional team
- Become familiar with the Five Behaviors of a Cohesive Team™ and their accompanying dysfunctions
- Learn about the team's personal styles and how these impact team health
- Review the team's summary ratings

MODULE 2: BUILDING TRUST

- Explore the difference between predictive and 'vulnerability-based' trust
- Understand the team's current trust level
- Create an action plan to increase team trust

MODULE 3: MASTERING CONFLICT

- Understand the team's current approach to conflict
- Explore how team members' approach to conflict impacts the team's ability to make decisions
- Learn about healthy, productive conflict to overcome false harmony

MODULE 4: ACHIEVING COMMITMENT

- Guide one-on-one discussions within the team to address lingering conflict
- Understand concepts of clarity and buy-in as they relate to commitment
- Understand the team's current level of commitment
- Explore how team members' personal preferences affect their approach to commitment
- Determine ways to increase level of commitment within the team

MODULE 5: EMBRACING ACCOUNTABILITY

- Understand the importance of mutual accountability among peers
- Understand the team's current level of accountability and impact on empowerment
- Practice giving and receiving feedback

MODULE 6: FOCUSING ON RESULTS

- Understand the team's current level of focus on collective results
- Explore the distractions that impede a collective focus
- Develop a common understanding of the team's expectations
- Create tool/process for monitoring progress

MODULE 7: REVIEW AND ACTION PLAN

- To review what the team has learned
- To review action plans, commit to high priority items, and decide what steps to take to address those items

It's all about alignment

Founded in 1998, **peopleFirst** provides facilitation services, organizational development consulting and leadership coaching to entrepreneurial organizations.

We have one objective: to ensure that your people strategy is aligned with your business strategy.



peopleFirst
...results follow



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