

# The Five Dysfunctions of a Team

## A Strong Team is your Sustainable Advantage

Based on *The Five Dysfunctions of a Team* by Patrick Lencioni  
Led by Lea Belair and Liz Dallas

Lencioni's dysfunction pyramid – *absence of trust, fear of conflict, lack of commitment, avoidance of accountability, and inattention to results* – describes the underlying dynamics that cause teams to fail, self sabotage, and work at cross-purposes. In this workshop we'll work to discover how the dysfunction model applies to your team, and we'll replace it with a powerful and actionable model – the scaffolding for your customized solution.

In this workshop we will:

- Do a team assessment to find out where your team falls in the Five Dysfunctions model
- Engage in provocative questions and discussion to open up possibilities for change
- Create a powerful vision for success
- Craft a customized New Model as the scaffolding for change
- Engage in hands-on activities that create the kind of direct experience that fosters sustainable change
- Coach your team through barriers

Start building a cohesive, effective team now. Liz and Lea will work with your team on their specific issues and using their unique strengths and contributions to coach your team to success.

More than a training program, this is a coach-approach based program that depends on the team coming to the workshop with real and definable needs, being willing to talk about them, and being willing to take steps toward clearly defined success. If your team needs this and is ready to make change happen contact us. We'll devise a customized workshop that includes the follow-up that makes the difference.



**Lea Belair** is a thought leader in the field of Organizational Change. Her book *Walk on Water: How to Make Change Easier* is the basis of an international coaching program.

**Liz Dallas** is an innovator with six patents to her name and demonstrated expertise in creating bottom-line results for local, national and international business. Her chapter in the newly released book, *Roadmap to Success* stands along those from luminaries from Ken Blanchard to Deepak Chopra.

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