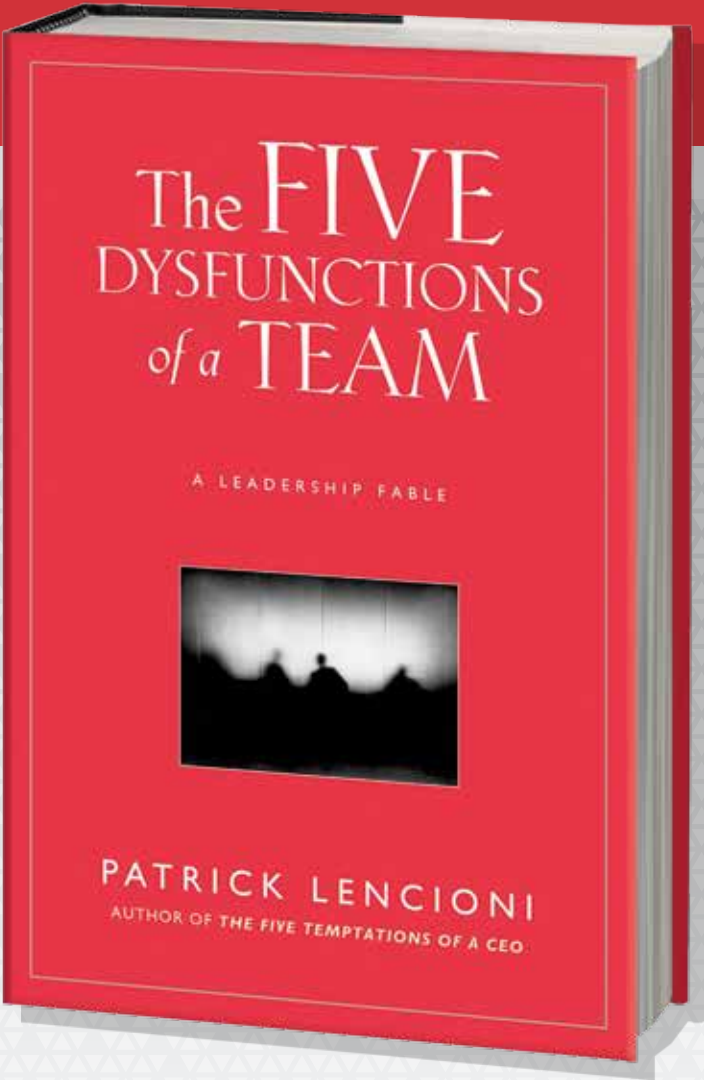


Based on the best-selling book  
*The Five Dysfunctions of a Team*



**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



THE FIVE BEHAVIORS OF A COHESIVE TEAM™  
▼  
FACILITATOR ACCREDITATION

This eLearning course will help you hone your instincts for when to stick to the agenda and when to improvise, when to let a debate play out and when to cut it short.



Gain expertise, confidence, and credentials while you learn to help teams engage in critical and challenging conversations.

**The program includes:**

- ▶ Five 90-minute instructor-led session as well as self-directed online learning
- ▶ Accreditation Certificate and Logo upon passing final exam
- ▶ Five Behaviors Facilitaton Kit and The Five Dysfunctions of a Team eBook

THE FIVE  
BEHAVIORS  
OF A COHESIVE  
TEAM™



**Avoids  
Embraces  
conflict**





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**

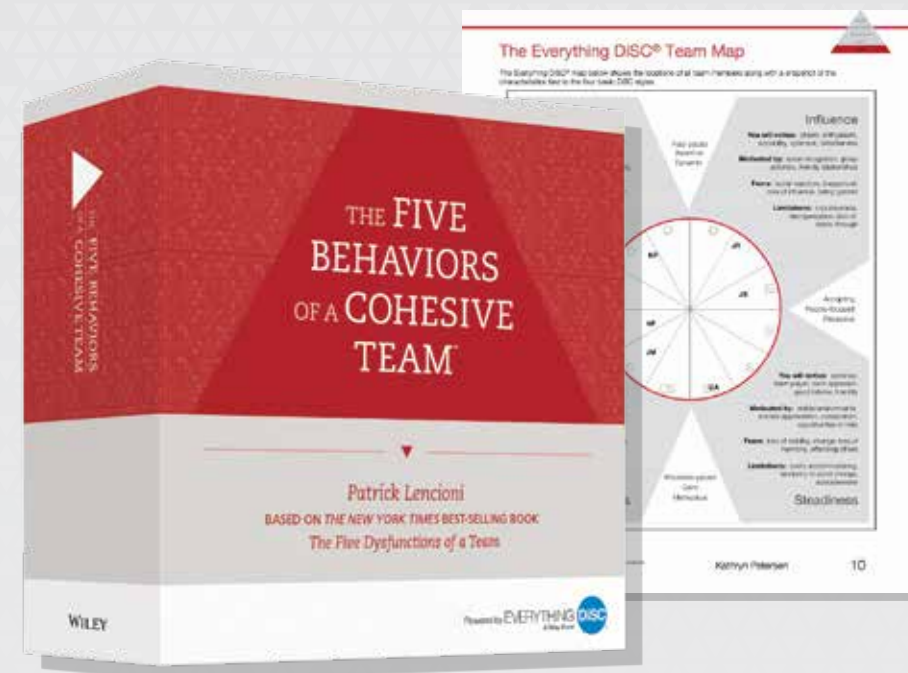
The ultimate goal of building greater trust, conflict, commitment, and accountability is one thing: the achievement of results.

## 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.

Powered by **EVERYTHING DiSC®**  
A Wiley Brand



## The program includes:

- 7 modules with over 40 minutes of video
- Individual Profiles, participant handouts, take-away cards and activities
- Podcasts, online resources, and a research report
- Progress Reports and an Annotated Team Report for the Facilitator



## What does this program do?

Designed exclusively for intact teams and work groups, the program helps members 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.

Zach has learned to Trust.

He realizes that asking his team members for input on his concepts early on provides the insight he needs to achieve his—and the team's—goals.

## 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!

Available exclusively through The Five Behaviors of a Cohesive Team Authorized Partners. **To bring this solution to your organization, visit Wiley at #1401 or call +1 763-765-2255.**

