



fluency

Building a Cohesive High-Performing Team

What this is about

Based on the methodology from Patrick Lencioni's *Five Dysfunctions of a Team* model, this practical workshop explores the five foundational elements of what it takes to build a high-performing team that delivers results. Fluency has also added one other element that underpins all five foundational elements – Psychological Safety.

We know high-functioning teams provide a concrete competitive advantage, but dysfunctional teams invariably impede results. High-functioning teams make better decisions and accomplish more with less. Dysfunctional teams waste time, energy, and money. High-performers rarely leave high-functioning teams and, not surprisingly, they don't tolerate dysfunctional ones.

Where we journey

This workshop starts by taking stock of where a team is today; what's working well, what's missing, where the team wants to go, and what's required to get there. We dive into the five foundational elements that build a high-performing

team and explore what teams can do to embrace these principles and avoid dysfunction.

- Building Trust
- Mastering Conflict
- Achieving Commitment
- Embracing Accountability
- Focusing on Results

What we learn together

By the end of this workshop learners will be able to:

- Gain and understanding of the expectations for a cohesive team that delivers results based on *The Five Dysfunctions of a Team* model.
- Identify the current state of the team and the steps teams can take to improve their functioning.
- Create a team Conflict Manifesto and identify action plans to apply the model.

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Who is this for?

- For current and emerging leaders who want to build high-functioning teams.
- For teams who want to increase performance, improve relationships, and deliver results.

How we learn

- Delivered in-person or online. Duration: Scalable from 3 to 10 hours.
- Facilitated by experienced leaders and trainers who are International Coaching Federation (ICF) certified coaches.
- Interactive and participative. We use real-play, not role-play, and lean into inquiry, discussion, demonstration and practice to integrate and embed the learning.

What's next?

Take action. To learn more or book this workshop, reach out to us at hello@fluencyleadership.com.