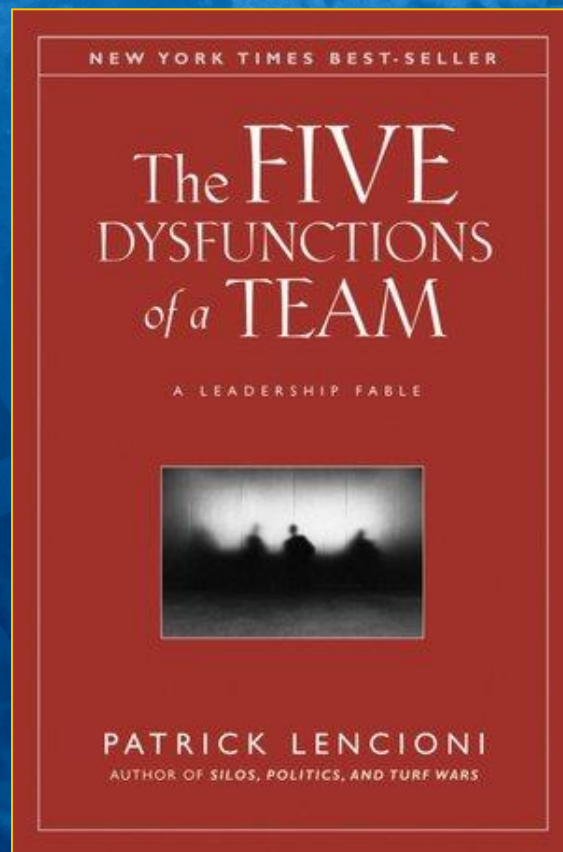




BRANDONTAYLORCONSULTING

presents

# The **FIVE** DYSFUNCTIONS *of a* **TEAM** Workshop



[www.brandontaylorconsulting.com](http://www.brandontaylorconsulting.com)

# The FIVE Dysfunctions of a TEAM

Building a *high performing team* can be challenging at the best of times. But with technology racing toward us at warp-speed and the work environment in constant change, *aligning* your human capital with team strategy can seem like an uphill battle...it doesn't have to be.

Based on the best-selling book *The Five Dysfunctions of a Team*, this workshop will help your team avoid the potential of dysfunction and unleash the power of teamwork to overcome the obstacles that negate team effectiveness.

The causes of dysfunction are both *identifiable* and *curable*. The remedy is here.

## Addressing the Dysfunctions

From the boardroom to the playing field, to five dysfunctions:

a team's effectiveness is *directly* related



To begin improving your team and to better understand the level of dysfunction you are facing, ask yourself these simple questions:

- \* Do team members openly and readily disclose their opinions?
- \* Are team meetings compelling and productive?
- \* Does the team come to decisions quickly and avoid getting bogged down by consensus?
- \* Do team members confront one another about their shortcomings?
- \* Do team members sacrifice their own interests for the good of the team?

Although no team is perfect, if you answered "no" to many of these questions, your team may need some work.

# The Workshop

**The Five Dysfunctions of a Team** workshop is offered as a one or two-day session and includes:

## ✓ Pre-workshop Team Assessment

The Online Team Assessment provides a tangible, measurement tool for *The Five Dysfunctions of a Team* model. The Team Assessment report offers customized data outlining a team's strengths and weaknesses, recommendations for overcoming potential dysfunction and specific areas of focus for the workshop.



## ✓ Workshop Sessions

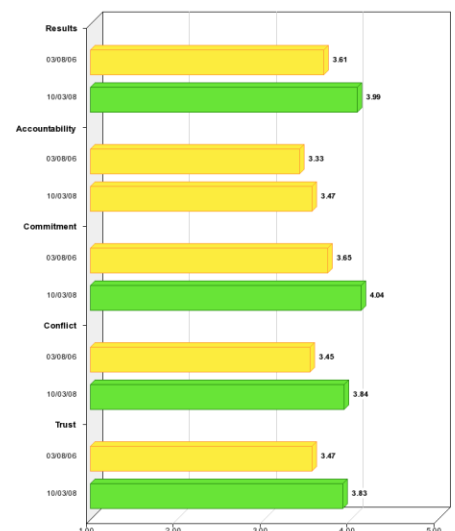
The workshop provides a series of powerful exercises that help teams identify the common problems teams experience. The focus is based on the results of the team's assessment and will enable participants to maximize their strengths, develop areas of improvement and move toward a more cohesive and productive team.



## ✓ Post-workshop Team Assessment Comparison Report

The Comparison Report is a detailed graphic report that compares how a team's performance changed over time and highlights a team's strengths, weakest areas, areas of greatest improvement and areas of greatest decline.

It's important for teams to measure their progress over time and it is recommended a team retest 6 months after the initial team assessment.



# The Results

Striving to create a functional, cohesive team is one of the few remaining competitive advantages available to any organization looking for a powerful point of differentiation.

***The Five Dysfunctions of a Team*** workshop will provide participants with a multitude of learning outcomes including:

- Clear understanding of their team's strengths and weaknesses in the 5 areas of dysfunction
- Practical strategies to avoid dysfunction and maintain team cohesiveness
- Stronger self-awareness and team member's preferred styles
- How to address difficult conversations and deliver performance based feedback
- The impact and benefits of performance measurement
- A stronger ability to open up and interact with team members
- A high-level understanding of how trust, conflict, commitment, accountability and results are critical for personal and organizational success
- Renewed focus on team goals and objectives

Functional teams avoid wasting time talking about the wrong issues and revisiting the same topics over and over again because of lack of buy-in. Functional teams also make higher quality decisions and accomplish more in less time and with less distraction and frustration.

Additionally, functional teams attract and retain top talent in a world where an organization's human capital is the lifeline of their business.

# Costs

Costs are based on the number of participants and length of workshop. Contact Marc Paris at [marc@brandontaylorconsulting.com](mailto:marc@brandontaylorconsulting.com) or 416.543.9730 for a quote or additional information .

## Facilitator's Bio

***The Five Dysfunctions of a Team*** workshop is facilitated by Gerald McGroarty, President of Brandon Taylor Consulting.

Gerald is a leadership and performance coach who has spent over 25 years observing, working and building high performance teams. Formerly a sports and media executive, he now helps organizations improve their team effectiveness and unleash the potential of their human capital.

He is also a leadership instructor with the University of Toronto's School of Continuing Studies, a member of the International Coach Federation (ICF) and is a regular contributor to BrighterLife.ca and Motivated Magazine.



**Brandon Taylor Consulting** is a leadership and performance coaching firm specializing in aligning talent with organizational strategy. We work across all industry sectors in both the public and private arenas and our touch points resonate at all levels of an organization.

Our clients include organizations from aerospace, energy, financial, insurance, media, natural resources, manufacturing and sports. For a selected list of clients who have benefited from our coaching, psychometric profiles or programs like The Brand Within™, The Art and Science of Success™ and Excel and Exceed please visit our website.

For more information on any of our services please contact:

Marc Paris: 416.543.9730  
marc@brandontaylorconsulting.com

Gerald McGroarty: 416.705.6014  
gerald@brandontaylorconsulting.com

[www.brandontaylorconsulting.com](http://www.brandontaylorconsulting.com)

*The FIVE Dysfunctions of a TEAM* is licensed through The Table Group (Boston, MA)