

Building a Cohesive Team

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Overview

- Hear the secret to organizational success (what business school won't teach you)
- Learn why trust is at the heart of teamwork
- Understand why conflict is actually a good thing
- Discover the most commonly reported team dysfunction

Poll: What do you think is the most important requirement for organizational success?

- 1) Solid strategy
- 2) Innovative technology
- 3) Sound marketing plan
- 4) Robust financials
- 5) All of the above

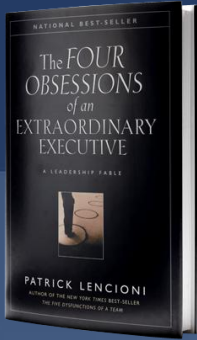
Two Requirements for Success

Smart

- Strategy
- Marketing
- Finance
- Technology

Healthy

- Minimal Politics
- Minimal Confusion
- High Morale
- High Productivity
- Low Turnover

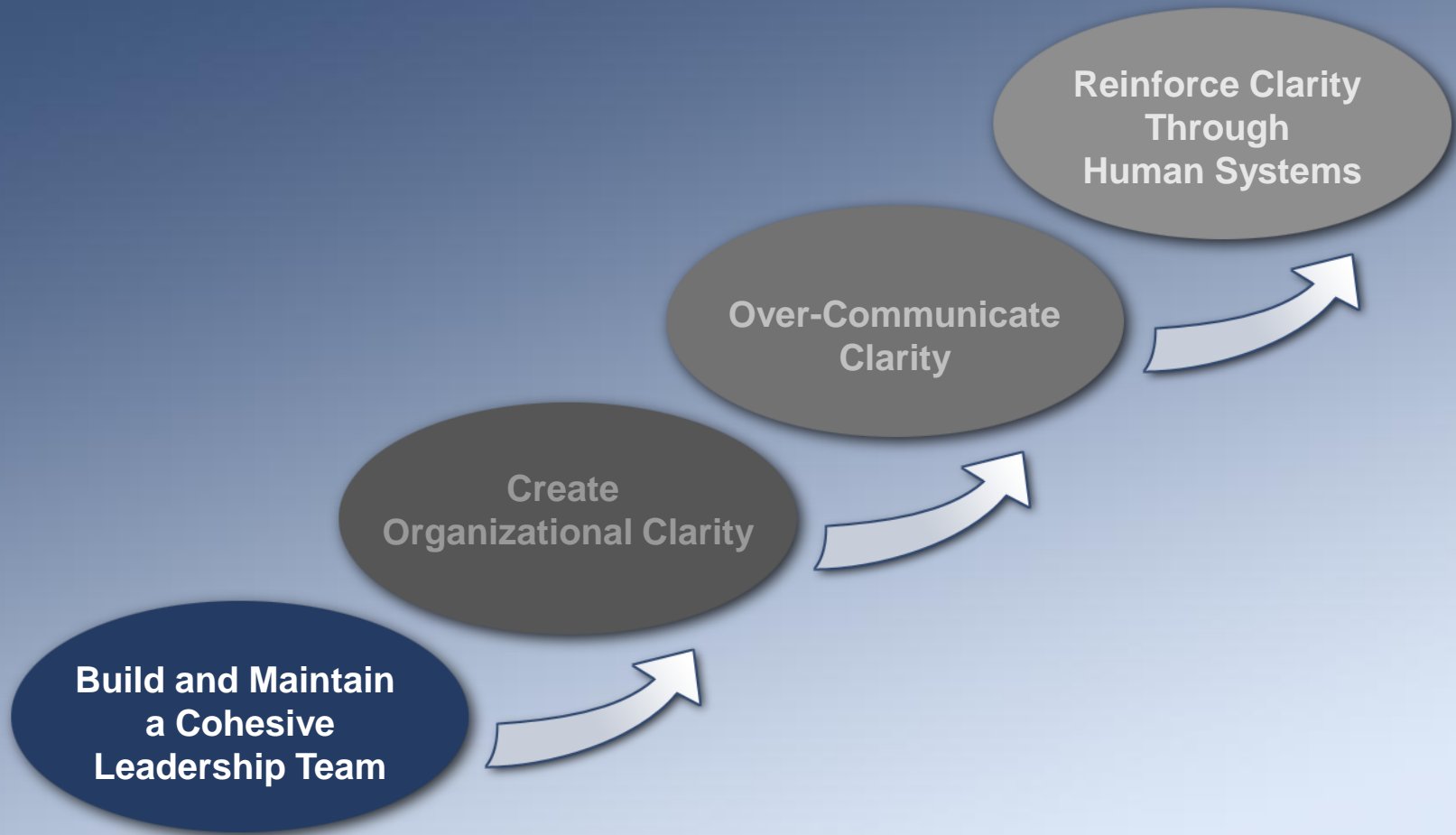


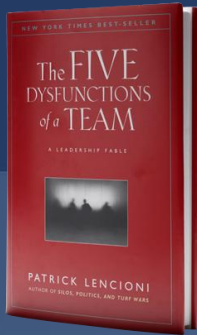
A Healthy Organization

Healthy



Discipline 1: Organizational Health





The Five Dysfunctions of a Team

The Role of the Leader



Poll: Which dysfunction do you think is the most common?

1) Absence of Trust

2) Fear of Conflict

3) Lack of Commitment

4) Avoidance of Accountability

5) Inattention to Results

Call to Action

- Spend considerable time together as a team
- Get to know one another's strengths & weaknesses
- Embrace conflict – don't leave any goodness on the table
- Hold one another accountable for behaviors

Thank You