

OVERCOMING THE 5 DYSFUNCTIONS OF A TEAM

(h/t Patrick Lencioni)

5 FOCUS ON RESULTS

- Keep the team aligned with the overarching mission and vision, emphasizing collective success over individual interests.
- Encourage a results-driven mindset by rewarding behaviors and actions that contribute to team success.
- Foster a culture of continuous improvement by analyzing outcomes and adapting strategies as needed to drive better results.

4 CULTIVATE ACCOUNTABILITY

- Establish clear roles, responsibilities, and performance expectations for each team member.
- Hold individuals and the team collectively accountable for delivering on commitments and achieving goals.
- Encourage a culture of ownership and responsibility where team members take initiative and hold themselves accountable.

3 FOSTER COMMITMENT

- Ensure alignment around team goals and objectives by clearly communicating expectations and priorities.
- Set clear deadlines and milestones to keep the team focused and accountable.

2 EMBRACE HEALTHY CONFLICT

- Shift perceptions of conflict from negative to constructive, viewing it as an opportunity for growth and innovation.
- Create a culture that values diverse perspectives and encourages healthy debate and discussion.

1 BUILD TRUST

- Lead by example by demonstrating trustworthiness and transparency in your actions and communications.
- Encourage open dialogue and constructive feedback to address issues and build mutual respect.

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