

## We build cohesive teams and organisations

We help clients build cohesive high-performing teams able to operate effectively in a dynamic and networked environment.

## We develop resilient and effective teams with a will to succeed whatever the circumstances

It takes effort to be great consistently, but all teams, whether dispersed or co-located, can improve their teamwork. Our team development solutions are built around The Five Behaviors of a Cohesive Team® the result of the partnership between Wiley Workplace Learning Solutions and best-selling author Patrick Lencioni. The programme is based on five positive behaviors (Trust, Conflict, Commitment, Accountability, and Results) associated with cohesive teams.

Cohesive Teams display five characteristic behaviours

▲ **Focus on achieving collective results**

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

▲ **Hold one another accountable**

When everyone is committed to a clear plan of action, they will be more willing to hold one another accountable

▲ **Commit to decisions**

When team members are able to offer opinions and debate ideas, they will be more likely to commit to decisions.

▲ **Engage in conflict around ideas**

When there is trust, team members are able to engage in unfiltered, constructive debate of ideas

▲ **Trust one another**

When team members are genuinely transparent and honest with one another, they are able to build vulnerability-based trust



The Five Behaviors is the only team development solution that empowers individuals through self-discovery and constructive behavioural modelling to rewrite the traditional rules of teamwork.

We use simple and intuitive tools to develop the cohesion and performance of functional and cross-functional teams. We have developed engaging approaches combining activity with facilitated discussion, allowing teams to experience high performance. These solutions, which may be delivered online or face to face, empower teams them to find solutions to the real challenges they face.

## **We offer two distinct applications of The Five Behaviors**

### **Five Behaviors for Teams**

The team version of The Five Behaviors helps formed teams understand how they score on the key components of The Five Behaviors model: Trust, Conflict, Commitment, Accountability, and Results. Individual team members will learn about their own personality style and the styles of their team members—based on the Everything DiSC® or All Types® model—and how their style contributes to the team's overall success.

### **Five Behaviors™ for Personal Development**

Today's networked organisations work way beyond a single team. The Five Behaviours Personal Development product is designed to harness the power of The Five Behaviours across the entire organization. The Personal Development solution uses The Five Behaviors to teach individuals to become better teammates; participants do not all need to be part of the same team.

Participants can carry the takeaways of this program from one team to the next, integrating Patrick Lencioni's model at the organizational level to enable a culture of cohesive teamwork and collaboration.

## Benefits

- Teams identify and understand the principles of cohesive team working using The Five Behaviours model
- A programme backed up by a premiere learning solution to improve team effectiveness and productivity
- Learners at all levels of an organization can adopt its powerful principles, shape behaviors, and create a common language that empowers people to rewrite what it means to work together.
- Teams experience and learn from realistic stretching performance challenges
- Programmes delivered by expert facilitators who understand your business
- Teams own their action and review programme

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