

# TEAM BOOTCAMP

## overview



## Build a Team that Emerges Stronger

Our organizations depend more than ever on the strength of their teams to work cohesively with minimal politics, high morale, mission clarity, and high productivity even in the midst of uncertainty. By participating in the #hippostrong Team Bootcamp, your team will develop the strength to navigate any situation by increasing trust, embracing constructive dialogue, committing to decisions, holding one another accountable, and focusing on collective results.

### What Is It?

The #hippostrong Team Bootcamp is an eight session self-paced or facilitated experience to develop a strong team.

Leveraging Patrick

Lencioni's *The Five Dysfunctions of a Team* model, the bootcamp includes video or live briefings, a three part team assessment, a library of activities, and progress reports, all organized into a step-by-step system.



### What Can I Expect?

Teams that commit to the #hippostrong team bootcamp experience can expect:

- Higher morale
- Minimal silos and politics
- Less confusion
- Higher productivity
- More effective, fun meetings
- Recover from our current crisis faster
- Unparalleled clarity to move quickly
- Better, faster decisions
- More satisfying team environment

### Ready to Get Started?

- (1) Choose between self-paced and facilitated versions.
- (2) Apply today by contacting Mark at [mkenny@hipposolutions.com](mailto:mkenny@hipposolutions.com). Once approved, you'll gain access to the online Team Bootcamp platform.
- (3) Watch the Leader Briefing.
- (4) Schedule the first session with your team – virtual or in person.

## The Five Behaviors Model

Below is a summary of the five behaviors, based on Patrick Lencioni's best-selling book *The Five Dysfunctions of a Team*.

### 1. **Trust** One Another

When team members are genuinely transparent and honest with one another, it forms a safe environment that creates and builds vulnerability-based trust.

### 2. Engage in **Conflict** Around Ideas

With trust, team members are able to engage in unfiltered, constructive debate of ideas.

### 3. **Commit** to Decisions

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

### 4. Hold One Another **Accountable**

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

### 5. Focus on Achieving Collective **Results**

The ultimate goal is the achievement of results, unlocked through implementing the model's principles of Trust, Conflict, Commitment, and Accountability.

## What Is Included?

- Step-by-step system.
- Video or live briefings for the team to implement each step.
- Library of activities to create deep, productive discussions around team behaviors.
- An online, computer-adaptive team assessment with a personalized profile for each team member.
- Access to a private group for support by the Hippo Solutions team.
- A team progress report three months after the bootcamp.
- A leader toolkit to gain the most impact from the experience.
- Team member comparison reports to work better 1:1.



The Five Behaviors of a Cohesive Team™ Model

## Questions

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