



## Virtual Strategic Team Reboot



### Safeguard and Prepare Your Teams to Survive and Pivot Together

The world has changed. Your teams are experiencing turmoil and uncertainty. Our companies depend on our ability to safeguard teams and prepare them to survive and pivot in the coming days. The issues on our teams could perhaps be overlooked previously because work was more or less getting done, the economy was good, or the issues were under the surface. No longer. Pressure and tension have been ratcheted up. Stakes are higher. Resources are fewer. These issues will rise to the surface and must be addressed quickly and decisively. In this Virtual Team Reboot, your teams will work through these issues and learn how to work together as a cohesive team in the days ahead.

#### What Is It?

The Virtual Team Reboot is a no-nonsense, four session, facilitated experience conducted via Zoom for your teams to learn how to work together as a cohesive unit leveraging Patrick Lencioni's *The Five Dysfunctions of a Team* model. Each session is 90 minutes in length and includes time for your team to learn the five behaviors, review the results of its team assessment scores, and engage in substantive discussion to better model the behaviors and become a cohesive unit.



#### Who Is It For?

This experience is for teams that work together on a regular basis. Every team member will attend each of the four sessions. The reboot is particularly important for teams where:

- Internal conflict is preventing progress.
- Meetings are spent rehashing the same issues or discussions over and over.
- Team members don't share information or actively seek to help one another.
- Team members don't commit wholeheartedly to the same goals.
- The team lacks peer-to-peer accountability for collective results.



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### The Five Behaviors Model

Below is a brief 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 in the Boot Camp?

- Four ninety-minute sessions via Zoom including learning segments and team breakouts.
- An online, computer-adaptive team assessment.
- A personalized profile for each team member.
- Team assignments to complete between sessions.
- A team progress report three months after the reboot.



The Five Behaviors of a Cohesive Team™ Model

### Questions

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#### Ready to Get Started?

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