

## **5 Functions Team Building**

Description: A facilitated session to identify methods and actionable steps for team members and management that will enhance teamwork, satisfaction and productivity.

Outline:

Establish expectations for session

Review key concepts

Establish ground rules around feedback and discussions

### **Where are we now – Team Assessment Overview**

- What are your overall impressions and thoughts?
- Why do you think the team scored the way it did in these areas?
- What are the key challenges associated with greater team functioning?
- How do these relate to our current team challenges?

### **Trust:**

- What creates it/diminishes it?
- What's its impact?
- Exercise – Individual Disclosure
- Where is this team?
- Have there been specific times that we did not struggle with trust? Why?
- What are some of our challenges in improving on trust?

### **Conflict**

- Conflict Profiling Exercise
- Conflict and Personality Theory
- Our role in Conflict
- Conflict Resolution Model
- Conflict Resolution Exercise

### **Accountability**

- Whose responsibility is it anyway?
- What does our team value?
- Modeling Accountability
- The danger zone

### **Results**

- What results are we focused on?
- Where is there opportunity to improve?
- How well are organizational goals aligned?
- What commitments need to be made to improve results?

Close

- Review key concepts
- Review commitments and next steps