

OVERCOMING THE 5 DYSFUNCTIONS OF A TEAM



About the Instructor:

Kathy received a BA in Communication Studies from Iowa State University and an MS in Adult Education, Performance, and Development from Drake University. She earned her Senior Professional in Human Resources (SPHR) designation in 2001. She was a management trainer for a Fortune 500 company before becoming a private trainer 13 years ago. Long after her programs, you will remember Kathy because of her energetic and enthusiastic style and her interactive programs.



Overview:

Would you say your team is more dysfunctional than functional? If so, you're not alone. In this interactive session, we will discuss the five dysfunctions of a team (based on Patrick Lencioni's best selling book with that same title): Absence of Trust, Fear of Conflict, Lack of Commitment, Avoidance of Accountability, and Inattention to Results. We'll talk about strategies and tools that each team member will be able to put into action to overcome these dysfunctions. Teamwork remains a huge competitive advantage – because it's so powerful AND it's so rare!

Objectives:

- Understand the expectations for a cohesive team, based on The Five Dysfunctions of a Team model
- Have a basic understanding of the degree to which the team meets the expectations ("knows where we are")
- Take the first steps toward building trust and understanding conflict styles
- Establish a plan for making progress on commitment, accountability, and results
- Develop an action plan for improving teamwork

Course #: 40766

Date(s): 3/29/12

Site: Algona - Knights of Columbus Hall

Time: 8:30-11:30am (Thurs.)

Fee: \$79

This workshop is offered in partnership with Employers' Council of Iowa and the Kossuth/Palo Alto County Economic Development Corporation.

**To register for this class, please call 800-252-5664
or register online at www.iowalakes.edu**