

# What makes great teams

## Overview

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This session will blend the research of Michael West and Patrick Lencioni to identify the stages that teams go through as they come together and work towards excellence. We will identify the conditions that have to be in place before a group of people can begin to operate as a team, the key relationships and behaviours required for a team to reach its full potential and the contribution that leaders and team members can make to help the team become a happy and productive environment.

### Covering

- West's work on the conditions for team working and the stages teams progress through as they realise their potential
- Lencioni's work on the five team and leadership behaviours associated with excellence
- Practical advice on helping teams self-assess using the Lencioni questionnaire
- Opportunities to practice the leadership behaviours that sustain high performing teams
- Action planning to ensure attendees have an achievable plan to begin increase the insight and effectiveness of their home team

### How

Presentation, group discussion, exercises, sharing of knowledge and experiences.

### Outcomes

By the end of the session attendees will

- Understand Patrick Lencioni's '5 Dysfunctions' model of team effectiveness
- Gain confidence in analysing team effectiveness using Lencioni's diagnostic questionnaire
- Recognise the behaviours which undermine the development of an excellent team
- Know which leadership behaviours are required to sustain the 5 characteristics of an excellent team
- Be able to plan interventions to raise a team's awareness of its own strengths and weaknesses
- Be able to model leadership behaviours that support team excellence

### Who should attend this session?

Anyone leading a team or who wants to prepare for a role in team leadership.

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