

IDENTIFYING AND OVERCOMING YOUR TEAM'S PRIMARY DYSFUNCTION

SESSION DESCRIPTION

Objective: To help team members identify their team's primary dysfunction and develop a plan to turn their dysfunctional behavior into functional teamwork.

Overview: This training program is designed to help teams overcome their primary dysfunction of the five dysfunctions identified by prominent business management consultant and author Patrick Lencioni: ·Absence of trust ·Fear of conflict ·Lack of commitment ·Avoidance of accountability ·Inattention to results.

Throughout the session, the facilitator ensures a balanced participation and guides the conversation toward constructive outcomes. The goal is not only to identify dysfunctional aspects but also to develop action plans for addressing and mitigating these challenges. The facilitator encourages the team to collaboratively brainstorm potential solutions, establish clear goals, and define accountability measures.

By the end of the facilitation session, team members should have a deeper understanding of the underlying dysfunction and a renewed commitment to addressing it. They should feel empowered to implement the identified solutions and support each other in creating a healthier and more productive team environment. The facilitation session on identifying team dysfunction serves as a critical step towards fostering a high-performing team. By confronting challenges head-on and developing strategies for improvement, teams can transform dysfunction into opportunities for growth, collaboration, and enhanced overall effectiveness.

THE FACILITATOR EMPLOYS VARIOUS TECHNIQUES TO HELP TEAM MEMBERS IDENTIFY DYSFUNCTION, SUCH AS:

- Encouraging team members to openly express their observations, concerns, and experiences related to team dynamics. This allows individuals to feel heard and validated while uncovering shared challenges.
- Utilizing assessment tools, surveys, or feedback mechanisms to gather objective data about team dynamics, communication styles, and areas for improvement. This provides a clearer understanding of the team's strengths and areas requiring intervention.
- Engaging in group activities or exercises that encourage reflection on team norms, communication patterns, and decision-making processes. This allows team members to analyze their interactions, identify areas of dysfunction, and explore alternative approaches.
- Facilitating role-playing exercises or scenarios that simulate common team challenges or conflicts. This enables participants to explore different perspectives, practice effective communication techniques, and develop strategies for addressing dysfunction.

