



RECONNECTING AS A TEAM

Audrey Grunst facilitates "5 Dysfunctions of A Team" a group program designed for teams to build trust, manage conflict, increase commitment, accountability and find common goals. Each exercise and discussion elicits an opportunity to grow as an individual and as a group.

Objectives:

1. Increase confidence to return to the building after being away
2. Embrace differences and create a combined goals as a team
3. Perform with the whole group in mind



DYSFUNCTION #1:

ABSENCE OF TRUST

The fear of being vulnerable with team members prevents the building of trust within the team.

DYSFUNCTION #2:

FEAR OF CONFLICT

The desire to preserve artificial harmony stifles the occurrence of productive, ideological conflict.

DYSFUNCTION #3:

LACK OF COMMITMENT

The lack of clarity or buy-in prevents team members from making decisions they will stick to.

DYSFUNCTION #4:

AVOIDANCE OF ACCOUNTABILITY

The need to avoid interpersonal discomfort prevents team members from holding one another accountable for their behaviors and performance.

DYSFUNCTION #5:

INATTENTION TO RESULTS

The pursuit of individual goals and personal status erodes the focus on collective success.

Source: The Table Group, Inc.

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