



· THIN BOOK ·

Solutions Series

#5 - Using Trust Talk™ With Patrick Lencioni's *The Five Dysfunctions of a Team: Accountability*

We know many of you use the books and products associated with the best selling *Five Dysfunctions of a Team*. We, too, think Five Dysfunctions is very good. Here's some ideas to link Thin Book Publishing tools to the Team-Building Roadmap.

The accountability function within the Lencioni model represents the competency of having tough conversations with openness and respect. Here are three potential tools to help teams develop this competency:

1. Use the TrustTalk™ cards to develop agreements on the key words of *commitment to others, competence, team learning, fulfilling commitments, communicating expectations* and *openness*. You can use the cards as the basis of a team building session focused on creating agreements and action plans.
2. Present a half-day or full-day workshop on *Courageous Group Conversations* to build the skills for handling group dynamics with tough conversations. These workshops are Thin Book Publishing products, available for licensing.
3. Present the full-day workshop on *Straight Talk* by our colleague, RW Associates. This workshop focuses on building skill in one-on-one difficult conversations. It is available for licensing from RW Associates. (see Solutions Series #6 for further information)

TrustTalk™

Use TrustTalk™ cards: 8, 19, 38, 40, 41, 42, 43, 44, 45, and 51

Pricing - \$75 per card deck; purchase from Thin Book Publishing (www.thinbook.com; 888.316.9544)

Courageous Group Conversations Workshop

Think of the last meeting you attended. Was it productive? Did you leave the meeting knowing something you didn't know before you arrived? Did any new idea surface during the meeting? Did everyone participate in the meeting? Did action follow the meeting? Conversation is the way we work together, especially in groups. Organizations can be much more productive and innovative if they take the time to learn how to address conversations and group discussions.

This half day or full day workshop shows participants how to have a constructive group conversation in order to share what they know, learn what they don't know and perhaps find a point of innovation.

Session Goals - Learn how to:

- Explore the elements of a collaborative workplace;
- Have the courage to speak up;
- Make the discussion of different opinions constructive and respectful;
- Have teams use each other to find the point of innovation;
- Manage multiple alternatives and still move forward;
- Make decisions that are based on the best knowledge of the group without forcing consensus; and
- "Say it"

Pricing - Contact Thin Book Publishing (www.thinbook.com or 888.316.9544)