



· THIN BOOK ·

*Solutions Series*

## #6 - Using *Straight 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 are some ideas to link Thin Book Publishing tools to the Team-Building Roadmap.

First, we recommend the work of one of our colleagues, Bob Phillips, co-author of "*Absolute Honesty; Building a Corporate Culture That Values Straight Talk and Rewards Integrity*" (AMACOM 2003).

As groups transition through the first three dysfunctions of a team, the skills and understanding needed to move the group to total accountability are not easy to learn. It is easy to talk about developing trust but most individuals do not understand what behaviors they need to practice with their peers to achieve a trusting relationship. We also know that it is difficult to develop trust but very easy to lose those trusting relationships if we do not understand our own or others' behaviors or motives.

The *Straight Talk* Workshop was developed to assist individuals in understanding their behavior when interacting with others. With this understanding they in turn can improve their effectiveness by modifying their behavior to increase their own and the team's ability to perform at a higher level and develop trusting relationships.

*Straight Talk* is a full day program that is designed to lead participants through the process of building skills that will solidify the way they can effectively interact with other team members and to eliminate dysfunctional behavior that inhibits a team's ability to meet their targeted results.

**Session Goals** - Learn how to:

- Identify the two factors that impact telling the truth - Fear and Trust;
- Identify the eight reasons why people are afraid to tell the truth;
- Develop the process of Constructive Confrontation and how to effectively apply this process in the workplace;
- Better understand how defensiveness causes the best discussions to be derailed;
- Learn how to gain commitment without undermining the team objectives;
- Build an action plan to increase your effectiveness with others; and
- Build a Platform of Integrity to guide personal behavior.

### Pricing

- Two day Train-the-Trainer program to certify in-house trainers
  - \$12,000 plus \$350 per trainer for materials.
  - Student materials cost and licensing fee \$165 per student
- One day program with a Certified Trainer
  - \$2,500; plus \$165 per student
- One day program presented by Bob Phillips
  - \$ 3,500; plus \$165 per student

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