

#7 - Using Team Dimensions 2.0 Profile With Patrick Lencioni's *The Five Dysfunctions of a Team: Results*

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 our tools to the Team-Building Roadmap.

Team results are the top of the Lencioni pyramid because results are dependent on successfully climbing each step to achieve the synergy of collective effort. While many of the success factors for results are dependent on aligned organizational systems for rewards and goals, the team can put the team goals and priorities first if it knows how teams work best.

The Team Dimensions 2.0 Profile® helps team members identify and learn the four different roles within a team, each member's preferred style and how to put those styles to work best with the different team project stages. You can use this valid and reliable profile as a basis for building a custom team building program. Or, you can use one or both of the idXready 2.0 programs that incorporate the Team Dimensions Profile into the participant materials: Capitalizing on Team Talents™ and Collaboration Skills for Teams™.

What is the Difference?

- Capitalizing on Team Talents™
 - Is geared more towards motivating a team based on their strengths and understanding their limitations.
 - The suggested audience is individuals who want to improve the efficiency of their team and tap into each team member's strengths.
- Collaborative Skills for Teams™
 - Is more situational, focusing on an individual's role as it relates to interpersonal skills, time management, communication, and project management.
 - The suggested audience is team members or team leaders who wish to increase group performance by helping each person in a group fulfill his or her potential to the overall benefit of the group.
- Both programs are designed as 3 1/2- 4 1/2 hour modules with video and customized workbooks

Pricing for Either Program

- Program (Portable flash drive with PowerPoint, embedded video, Leader's Guide and Sample Participant Guide): \$995
- Customized Participant Materials: \$108 per participant (Team Dimensions 2.0 profile included)
- Facilitator Group Report: \$46.50

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Contact us for the research report on the Team Dimensions Profile.



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Capitalizing on Team Talents™

Have you ever worked on a team where everyone is doing what they enjoy and making the very best use of their talents? A team where people just seem to “get” each other, projects make real progress and everyone is glad to be on the team? The goal of this program is to help you create this kind of engaged, high-functioning team.

In Capitalizing on Team Talents, participants will:

- Learn the four different roles within teams and the diversity of inherent talents each role brings to the team;
- Understand their natural team roles;
- Recognize how to use their innate strengths to contribute maximally to a team;
- Identify how to efficiently tap into their underutilized natural strengths in daily activities;
- Discover activities that don't fall within their preferred role, and recognize that these activities may cause stress;
- Uncover the strengths and limitations of their team, based on the distribution of team talents within the team; and
- Create action plans to reduce individual and team stress and increase team productivity by tapping into the natural talents of the individuals on their team.

Collaboration Skills for Teams™

More than likely, we've all had to work with people who were quite different than us. Sometimes it's frustrating. But have you ever worked on a team where people have learned to deal with their differences? Where conflict and miscommunication are reduced, meetings have a purpose, and time is managed efficiently? The goal of this program is to reconcile the inherent differences of team members to help you create an engaged, collaborative team.

In Collaborative Skills for Teams, participants will:

- Learn the four different roles within teams, their preferred roles and the diversity of priorities and preferences of each team role;
- Discover the activities and priorities associated with each of the four team project stages;
- Understand the challenges and communication breakdowns they may face when working with others who have different priorities, roles, and talents;
- Learn to maximize productivity of team meetings by aligning expectations and understanding how to manage their own tendencies;
- Explore how team roles interact in meetings and learn effective strategies to be more effective about managing differences;
- Understand their own time-management preferences based on their team roles; and
- Create personal action plans for strategies to consider when working and communicating with each of the four roles.

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