

The Five Behaviors of a Cohesive Team™



Overview

The Five Behaviors of a Cohesive Team (5BCT) Program is designed to advance teams through a facilitated experience that allows them to honestly, safely and candidly explore the five core characteristics of teams that truly work, utilizing a proven team model built around: trust, conflict, commitment, accountability and collective results. Ultimately, we assess, explore and generate outcomes for:

- **Trusting One Another:** When team members are genuinely transparent and honest with one another, they are able to build vulnerability-based trust.
- **Engaging in Conflict Around Ideas:** When there is trust, team members are able to engage in unfiltered, constructive debate of ideas.
- **Committing to Decisions:** When team members are able to offer opinions and debate ideas, they will be more likely to commit to decisions.
- **Holding one another Accountable:** When everyone is committed to a clear plan of action, they will be more willing to hold one another accountable.
- **Focusing on Achieving Collective Results:** The ultimate goal of building greater trust, conflict, commitment, and accountability is one thing: the achievement of results.

This program includes an individual and team assessment. A comprehensive, highly personalized, 36-page illustrated report captures each person's perspective on the team, and the team as a whole, to understand their individual and team synergy and impact. The profile includes a section devoted to each of the Five Behaviors, a summary of the team's strengths and challenges, tips and suggestions for adapting, and a roadmap to help teams create an action plan based on their results.

Progress Check-point Session:

Using the *Five Behaviors of a Cohesive Team Progress Report*, we recommend that we reconvene about 6-9 months after our third session to celebrate progress and acknowledge the challenges that may still exist for the team. This is a full day session with the intention of further refinement, development and sustainability. We will use the Progress Report data points, revisit commitments upon the Five Behaviors from our three sessions, measure our progress and openly discuss any areas for course correction: opportunities and obstacles.

Recommended Audience

Intact work teams, senior leadership teams, newly formed teams

Format

In-person; preferably off-site

Length

Either one full day (8:30-5:00) or three full days + progress check-in about 6 months after last session

Materials

- Participant Workbook
- 5BCT Trust Model Map
- 5BCT Conflict/DiSC Map
- 5BCT Comparison Reports