

The Conversations That Matter



**You want teams who can conquer the world.
Your teams want leaders they love to follow.**

We're the experts at developing both.

PROGRAM OVERVIEW:

THE 5 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.



THE FIVE BEHAVIORS OF A COHESIVE TEAM™

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:

Leaders, Managers, and Influencers

FORMAT:

4 Skill Building Workshop Intensives, 3 small group coaching sessions

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



About Tammy Krings

Teams and leaders are the key to the success of any organization, business or association. They are also the least developed and nurtured part of most businesses. When a leader struggles, the team struggles. When a team struggles, the business struggles. The challenges that teams and leaders face are frustrating and keep us awake at night.

**You want teams who can conquer the world.
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**Tammy Krings is the expert
that will help you develop both!**

Tammy, the CEO of The Conversations That Matter, works with leaders to strengthen their teams, articulate their vision, align their work to their goals and shift their culture. Tammy is a sought-after Master Leadership Coach and Facilitator specializing in customized Leadership Development, Team Effectiveness, Executive Coaching and Everything DiSC Train-the-Trainer Programs.



Tammy Krings is one of the top 5 Everything DiSC experts worldwide, facilitating programs for top-level leadership and their teams on how to use the Everything DiSC framework to build, align and nurture their culture.

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That Matter 

TheConversationsThatMatter.com | 612.964.7689 | Tammy@TammyKrings.com

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