

Your Teams Can Do Better

Jeri Alcock is an accredited facilitator of The Five Behaviors of a Cohesive Team™

The Five Behaviors of a Cohesive Team™ is an assessment-based learning experience that helps people discover what it takes to build a high-performing team.

Bringing together everyone's personalities and preferences to develop a cohesive, productive team takes work, but the payoff can be huge—for your people, the team, and the organization

The single most untapped competitive advantage is teamwork.

To gain this advantage, teams must:

- Trust one another
- Engage in Conflict around ideas
- Commit to decisions
- Hold one another Accountable
- Focus on achieving collective Results

What does this program do?

The program helps teams understand how they score on the key components of The Five Behaviors model: Trust, Conflict, Commitment, Accountability, and Results.

Individual team members will learn about their own personality style and the styles of their team members—based on the Everything DiSC® model—and how their style contributes to the team's overall success.

A productive, high-functioning team

- Makes better, faster decisions
- Taps into the skills and opinions of all members
- Avoids wasting time and energy on politics, confusion, and destructive conflict
- Avoids wasting time talking about the wrong issues and revisiting the same topics over and over again because of a lack of buy-in
- Creates a competitive advantage Is more fun to be on!

What Your Team Gets

- Assessment: 3 sets of questions, full adaptive version of Everything DiSC®, team survey, and team culture questions

- Individual Profiles, Team Progress Reports, and one-on-one Comparison Reports
- Participant handouts, take-away cards and activities

It's Time for Your Team and Board to Move from Dysfunction to High Performing

Rose City Philanthropy has taken The Five Behaviors of a Cohesive Team™ and adapted it for the nonprofit environment so you can effectively navigate conflict and dysfunction.



From Patrick Lencioni's Field Guide: Overcoming The Five Dysfunctions of a Team

- Conflict is dependent on the personal styles of campaign team members
- Individuals have different comfort levels with different types of conflict
- Most mission-driven organizations default to artificial harmony
- Constructive conflict takes practice and trust

5 Dysfunctions of a Team

There are 5 specific behaviors, or dysfunctions, that are associated with poor campaign performance

When teams allow these behaviors, they will struggle to meet campaign goals



High achieving teams
openly discuss and
practice the
5 behaviors.
Each builds
on the other.



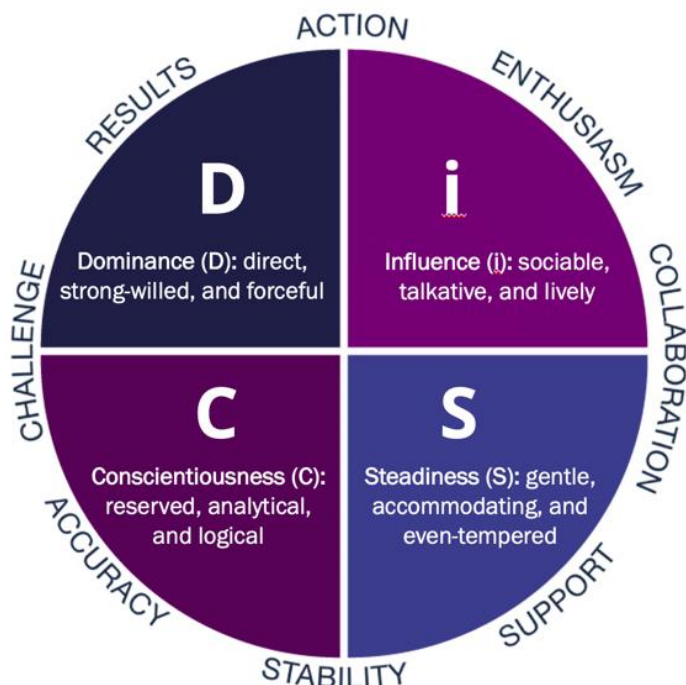
Not only will you improve your team (and board!) dynamics, but you will also gain in-depth donor profiles that will deepen your understanding of current and potential donors.

Wouldn't it be nice to know how to approach people and what motivates them to take action?

Donor Styles

No one style is better than others.
Understanding your own style can help you to
work effectively with others.

The words around the circle represent what
the donor values or is motivated by. Some
styles share motivations, others are at odds.



Contact Us to Get Started

Jeri Alcock, Partner & Senior Consultant

The Five Behaviors of a Cohesive Team™ Accredited
Facilitator

jeri@rosecityphilanthropy.com
rosecityphilanthropy.com