

Would you enthusiastically rehire
every person on your team?

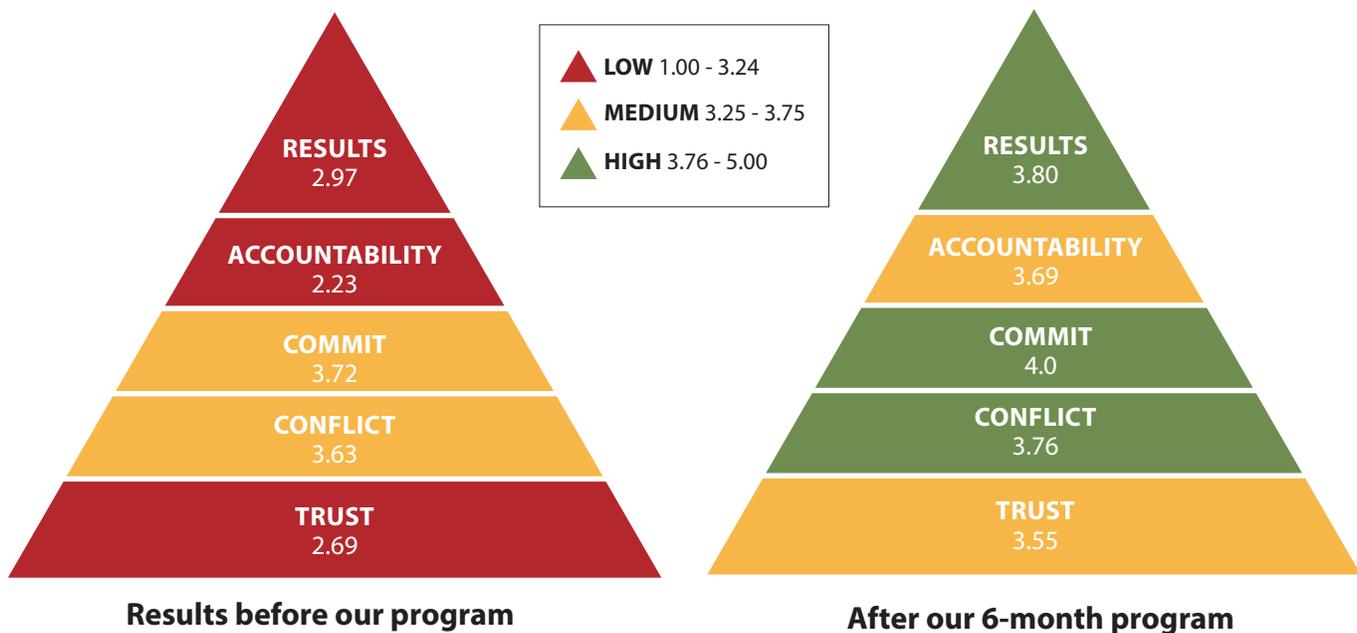


THE FIVE
BEHAVIORS
OF A COHESIVE
TEAM™

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We help you identify and measure what's really important

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 individuals, the team, and organization.

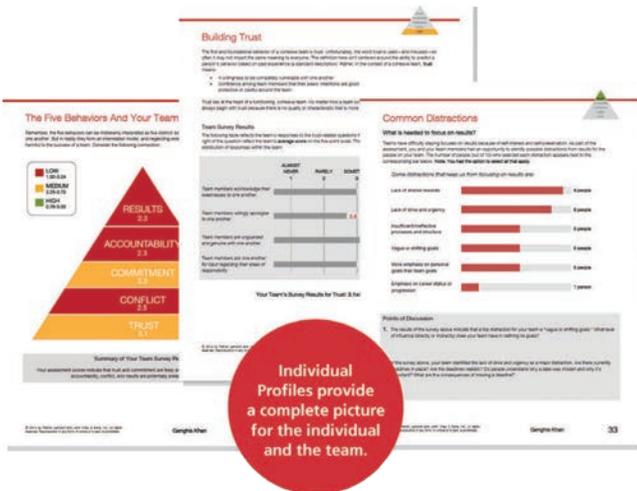


Simple. Personalized. Proven.

A cohesive team needs to master these five behaviors:

- ▲ **Trust** One Another
- ▲ Engage in **Conflict** Around Ideas
- ▲ **Commit** to Decisions
- ▲ Hold One Another **Accountable**
- ▲ Focus on Achieving Collective **Results**

The single most untapped competitive advantage is **teamwork.**



What this program can do for growing your team

Our unique delivery helps teams understand how, as a team, they score on the key dimensions of The Five Behaviors model: trust, conflict, commitment, accountability, and results. Each individual on the team will also understand their own DiSC-style: D: Dominance, i: Influence, S: Steadiness, and C: Conscientiousness. Most importantly, how their style contributes to the team's overall success.

Who is this for?

This program is designed exclusively for intact teams and work groups. The Five Behaviors of a Cohesive Team harnesses the power of Everything DiSC and the clarity and simplicity of The Five Dysfunctions of a Team model.

The program includes:

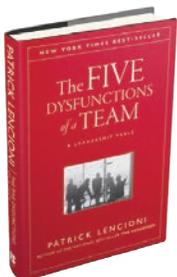
- Assessment: 3 sets of questions, full adaptive version of Everything DiSC®, team survey, and team culture
- Individual Profiles, Team Progress Reports, questions and one-on-one Comparison Reports
- Participant handouts, team building exercises and activities

How our program works for optimal success

The Five Behaviors Model is used to help team members learn to work together more efficiently and effectively and become a more cohesive team. 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

Based on the best-selling book
The Five Dysfunctions of a Team
 Over 2.5 Million Copies Sold



"The Five Dysfunctions of a Team is a foundational part of our training and leadership development."

-Gary Kelly, CEO, Southwest Airlines



Major Clients. Major Success Stories.



Master Facilitators



Cathy Light
CEO

Cathy Light

Cathy is a highly sought-after organizational consultant, a respected entrepreneur and a dynamic speaker with an engaging personality, known for the passion and rigor she brings to her work. She and her companies have helped empower countless global corporate clients to achieve measurable business results by helping them transform their workplace culture and build teams that thrive.

Cathy's diverse experience continues to prove invaluable to her discerning clients. What unifies all of her endeavors is her commitment to developing people, and building inclusive communities and cultures that inspire and engage leadership and employees alike. Cathy helps leaders recognize their organizations as communities first, and corporations second. Through this lens, she helps clients implement visionary, long-lasting changes that create more diverse, equitable and inclusive cultures. The result: the measurable improvements her clients have come to expect year after year.

Cathy continues her commitment to customizing her programming to meet each client's unique goals and needs. Open, honest communications that identify core challenges and opportunities and a spirit of true partnership are at the heart of all of her engagements. Recognizing that inspiring real cultural shifts requires engaged employees at all levels within an organization, Cathy interacts with a wide array of an organization's team members. She brings a unique skill-level relatable to all levels of the organization.

cathyl@liderancagroup.com



Tom Tonkin, Ph.D.
Chief Research &
Knowledge Officer

Tom Tonkin, Ph. D.

Dr. Tonkin is an executive in Professional Services and Software Sales arena and has over 25 years of business and technology experience. He is currently serving as the CEO of the Conservatory Group as well as the Co-Founder and Dean of Students that the Sales Conservatory. In addition, he is also the Head of Strategic Accounts at SAMI Games, the first crowd-sourced global solution for soft skills.

Dr. Tonkin holds a Ph.D. in Organizational Leadership from Regent University (Virginia Beach, VA) as well as a Master of Science in Organizational Leadership, with a focus on Leadership and Management from Regis University (Denver, CO). Dr. Tonkin holds multiple business certifications, and is a leadership expert. In addition, Dr. Tonkin was an Adjunct Professor at the Forbes School of Business at Ashford University where he taught Leadership in Organizations, Organizational Behavior and various other leadership and management courses. Dr. Tonkin is an award-winning researcher and author with several blogs, articles, and interviews to his name focusing on DE&I, Learning and Development, and sales leadership.

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Jennifer Chappell
Group Business Manager

Jennifer Chappell

Jennifer has spent over three decades in customer services and management, which makes her the perfect liaison between Lideranca Group and its customers. She possesses a genuine enthusiasm for nurturing client relations, so she prides herself on ensuring that communication lines remain open. This open communication builds trust and serves as a catalyst for long-term relationships between Lideranca Group and its customers. In addition to client services, Jennifer has extensive experience providing administrative support in scheduling, planning, communication, and organizational strategy.

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Experience Matters. Let's get started.



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BALANCE**
Mind. Will. Heart.

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