



## The Five Dysfunctions of a Team: A Leadership Fable

By Patrick Lencioni



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In *The Five Dysfunctions of a Team* Patrick Lencioni once again offers a leadership fable that is as enthralling and instructive as his first two best-selling books, *The Five Temptations of a CEO* and *The Four Obsessions of an Extraordinary Executive*. This time, he turns his keen intellect and storytelling power to the fascinating, complex world of teams.

Kathryn Petersen, Decision Tech's CEO, faces the ultimate leadership crisis: Uniting a team in such disarray that it threatens to bring down the entire company. Will she succeed? Will she be fired? Will the company fail? Lencioni's utterly gripping tale serves as a timeless reminder that leadership requires as much courage as it does insight.

Throughout the story, Lencioni reveals the five dysfunctions which go to the very heart of why teams even the best ones-often struggle. He outlines a powerful model and actionable steps that can be used to overcome these common hurdles and build a cohesive, effective team. Just as with his other books, Lencioni has written a compelling fable with a powerful yet deceptively simple message for all those who strive to be exceptional team leaders.

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### Editorial Review

#### Amazon.com Review

Once again using an astutely written fictional tale to unambiguously but painlessly deliver some hard truths about critical business procedures, Patrick Lencioni targets group behavior in the final entry of his trilogy of corporate fables. And like those preceding it, *The Five Dysfunctions of a Team* is an entertaining, quick read filled with useful information that will prove easy to digest and implement. This time, Lencioni weaves his lessons around the story of a troubled Silicon Valley firm and its unexpected choice for a new CEO: an old-school manager who had retired from a traditional manufacturing company two years earlier at age 55. Showing exactly how existing personnel failed to function as a unit, and precisely how the new boss worked to reestablish that essential conduct, the book's first part colorfully illustrates the ways that teamwork can elude even the most dedicated individuals--and be restored by an insightful leader. A second part offers details on Lencioni's "five dysfunctions" (absence of trust, fear of conflict, lack of commitment, avoidance of accountability, and inattention to results), along with a questionnaire for readers to use in evaluating their own teams and specifics to help them understand and overcome these common shortcomings. Like the author's previous books, *The Five Temptations of a CEO* and *Obsessions of an Extraordinary Executive*, this is highly recommended. --Howard Rothman

#### From Publishers Weekly

In keeping with the parable style, Lencioni (*The Five Temptations of a CEO*) begins by telling the fable of a woman who, as CEO of a struggling Silicon Valley firm, took control of a dysfunctional executive committee and helped its members succeed as a team. Story time over, Lencioni offers explicit instructions for overcoming the human behavioral tendencies that he says corrupt teams (absence of trust, fear of conflict, lack of commitment, avoidance of accountability and inattention to results). Succinct yet sympathetic, this guide will be a boon for those struggling with the inherent difficulties of leading a group. 100,000 first printing.

#### From Library Journal

Building a cohesive team is not complicated, declares Lencioni, president of his own management consulting firm and author of *The Five Temptations of a CEO*. Departing from the dry, theoretical writing of many management books, he presents his case in the context of a fictional organization, and in doing so succeeds at communicating his ideas. The story is about a female CEO who is hired to bring together a dysfunctional executive staff to work as a team in a company that just two years earlier had looked promising. The scenarios that follow are recognizable and can be applied anywhere teamwork is involved, whether it is a multinational company, a small department within a larger organization, or a sports team. The five dysfunctions discussed are absence of trust, fear of conflict, lack of commitment, avoidance of accountability, and inattention to results. At the end of the story, the main points are summarized, and clearly written suggestions and exercises are offered to help bring about change. Concise and easy to follow, this book is recommended for academic and public libraries with management collections and for anyone who is a member of a team that needs improvement. Bellinda Wise, Nassau Community Coll. Lib., Garden City, NY

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### Users Review

#### From reader reviews:

### **James Batts:**

Here thing why that The Five Dysfunctions of a Team: A Leadership Fable are different and trustworthy to be yours. First of all reading through a book is good but it depends in the content of it which is the content is as tasty as food or not. The Five Dysfunctions of a Team: A Leadership Fable giving you information deeper including different ways, you can find any book out there but there is no reserve that similar with The Five Dysfunctions of a Team: A Leadership Fable. It gives you thrill reading through journey, its open up your own personal eyes about the thing that will happened in the world which is might be can be happened around you. You can bring everywhere like in area, café, or even in your method home by train. Should you be having difficulties in bringing the paper book maybe the form of The Five Dysfunctions of a Team: A Leadership Fable in e-book can be your choice.

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### **Willie Adams:**

The reason? Because this The Five Dysfunctions of a Team: A Leadership Fable is an unordinary book that the inside of the guide waiting for you to snap that but latter it will shock you with the secret this inside. Reading this book adjacent to it was fantastic author who have write the book in such awesome way makes the content within easier to understand, entertaining approach but still convey the meaning completely. So , it is good for you because of not hesitating having this nowadays or you going to regret it. This unique book will give you a lot of rewards than the other book get such as help improving your proficiency and your critical thinking method. So , still want to postpone having that book? If I were you I will go to the guide store hurriedly.

### **Herman Jenkins:**

Your reading sixth sense will not betray you actually, why because this The Five Dysfunctions of a Team: A Leadership Fable publication written by well-known writer whose to say well how to make book that may be understand by anyone who read the book. Written with good manner for you, dripping every ideas and writing skill only for eliminate your current hunger then you still skepticism The Five Dysfunctions of a Team: A Leadership Fable as good book not just by the cover but also by the content. This is one reserve that can break don't ascertain book by its protect, so do you still needing yet another sixth sense to pick that!? Oh come on your reading sixth sense already said so why you have to listening to yet another sixth sense.

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