

*“Effective teams are so rare...
eliminate barriers that lead to
dysfunctional teams”*

5 Dysfunctions of a Team

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Our Agenda Today

- What is a Team?
- Who makes up a Team?
- Who is your Team?
- Creating a Team for Collaboration
- What are the 5 Dysfunctions of a Team?
- Better **RESULTS** by Overcoming the Dysfunctions?

What is a Team

- Consist of two or more people
- A group is NOT a team
- Working toward a COMMON goal
- External Teams
- Internal Teams
- Families (Partner, Children, extended family)



Types of Teams

- Family
- Customer(s)
- Community
- Project
- Problem (task force)
- Service
- Volunteers, workers, employees
- Leaders and Followers

Five Dysfunctions Overview



As A Business Owner: Who Is On My Team

Building Your Team

When building your team, consider the following tips:

- **Diversity:** Aim for a diverse team in terms of skills, backgrounds, and perspectives.
- **Complementary Skills:** Ensure that team members' skills complement each other, covering all critical areas of your business.
- **Alignment with Vision:** Team members should share your vision and be passionate about the company's mission.
- **Flexibility:** In the early stages, team members may need to wear multiple hats and be flexible in their roles.

Effective Teams

How To Overcome Team Dysfunctions

- Build trust. How does a team go about building trust? ...
- Engage in constructive conflict. ...
- Ensure commitment. ...
- Ensure accountability. ...
- Focus on results.

ACTION ITEMS:

- Identify what trust is for you. Review company values.
- Watch video on [Speed of Trust](#)
- List two people where you can practice enhancing the trust. Ask them if they feel you are open/honest?
- Share this video with others
- Take the [TEAM ASSESSMENT](#)
- Understanding yourself and your team members [“6 Types of Working Genius”](#)

"If everyone is moving forward together, then success takes care of itself." — Henry Ford

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