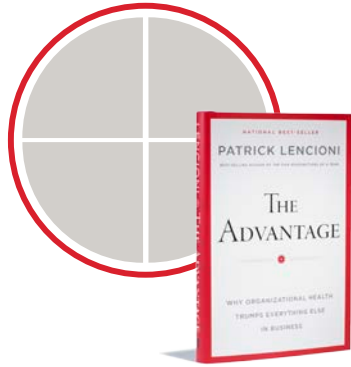


# The Untapped Advantage of Organizational Health

Patrick Lencioni



The Source for Organizational Health  
[www.tablegroup.com](http://www.tablegroup.com)



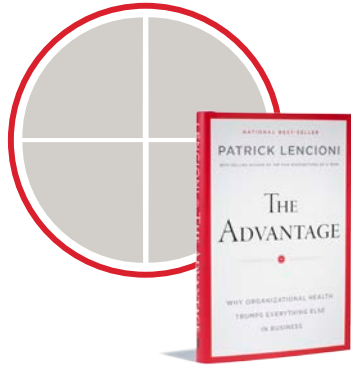
## Two Requirements for Success:

### Smart

- Strategy
- Marketing
- Finance
- Technology

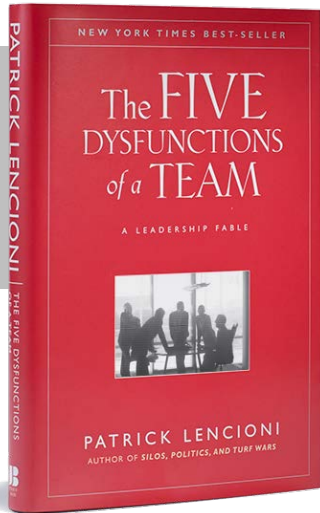
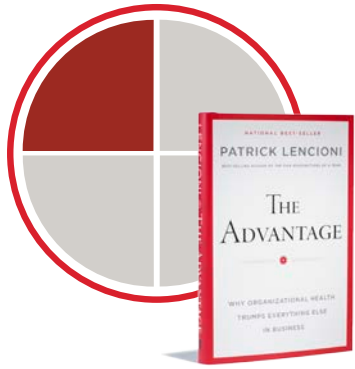
### Healthy

- Minimal Politics
- Minimal Confusion
- High Morale
- High Productivity
- Low Turnover



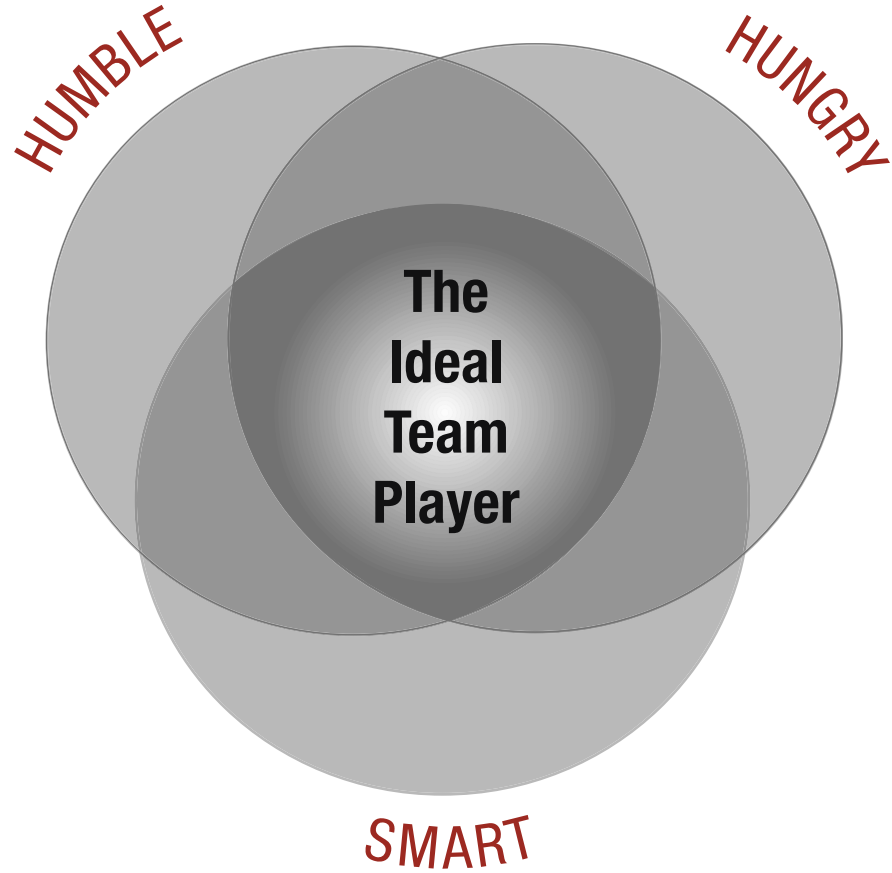
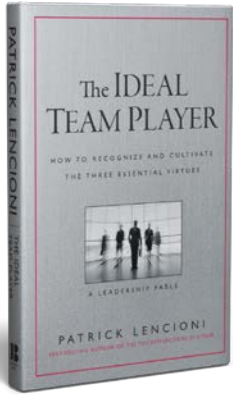
## The Four Disciplines of a Healthy Organization

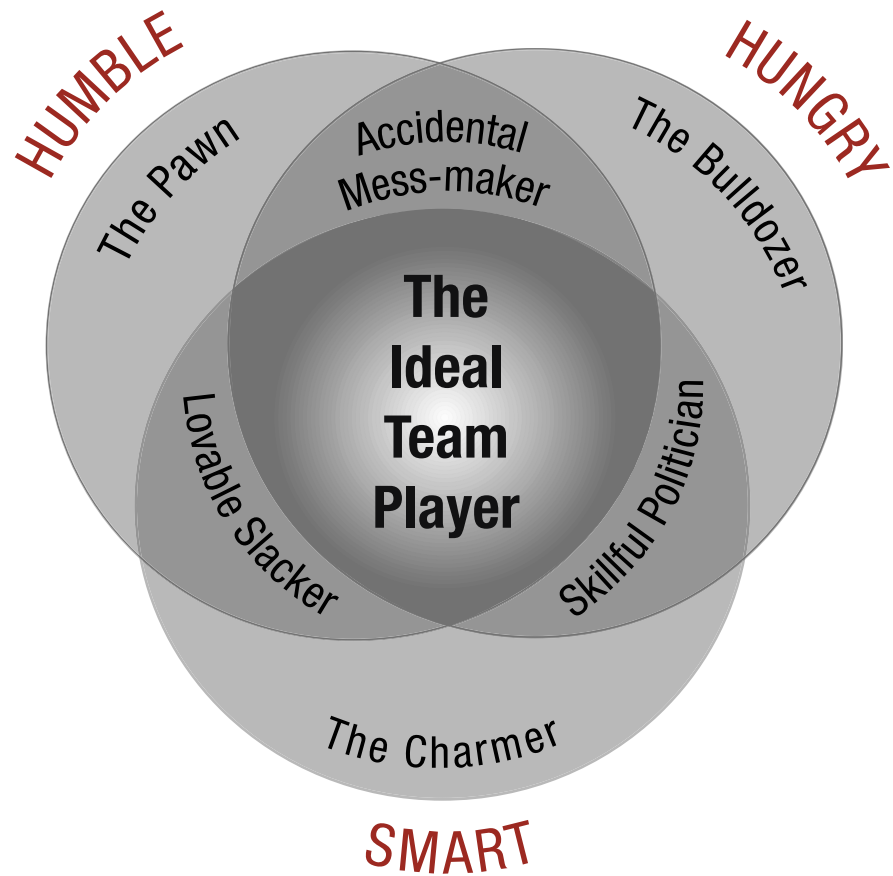
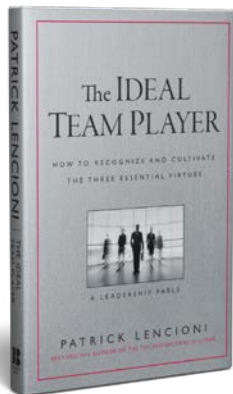


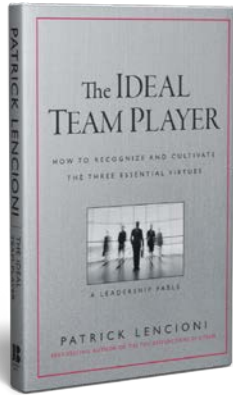


Mastering the  
Five Behaviors



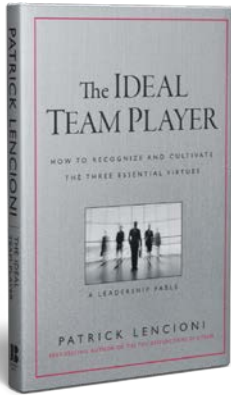






## Tips for developing current team members:

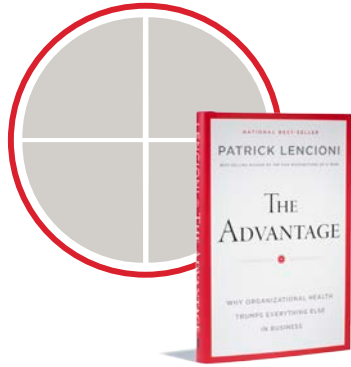
- Go first
- Help team members identify & acknowledge their area for improvement
- Constantly remind them



## Tips for hiring ideal team players:

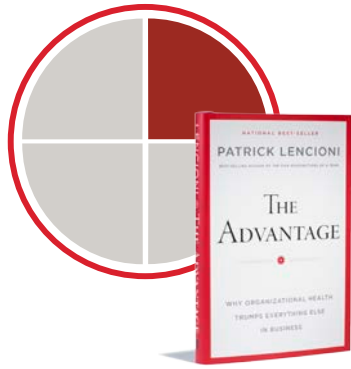
- Stop focusing on technical skills and measurables
- Improve interviewing:
  - Ask questions more than once
  - Conduct non-traditional interviews
  - Avoid silo'ed interviews
  - Scare people with sincerity





The Four Disciplines  
of a Healthy Organization





## The Six Critical Questions

1

**WHY DO WE EXIST?**

2

**HOW DO WE BEHAVE?**

3

**WHAT DO WE DO?**

4

**HOW WILL WE SUCCEED?**

5

**WHAT IS MOST IMPORTANT, RIGHT NOW?**

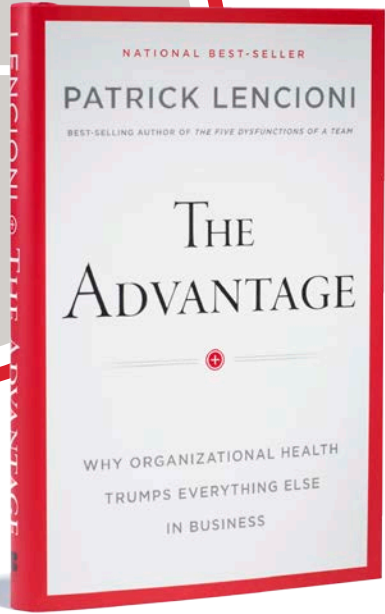
6

**WHO MUST DO WHAT?**

# Putting it into Practice



1. Why do we exist?
2. How do we behave?
3. What do we do?
4. How will we succeed?
5. What is most important, right now?
6. Who must do what?



Action Planning

# Personal **COMMITMENTS**