

Building a Healthy Organization in Challenging Times



Patrick Lencioni
President
The Table Group



Jeff Gibson
Vice-President of Consulting
The Table Group

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Two Requirements for Success

Smart

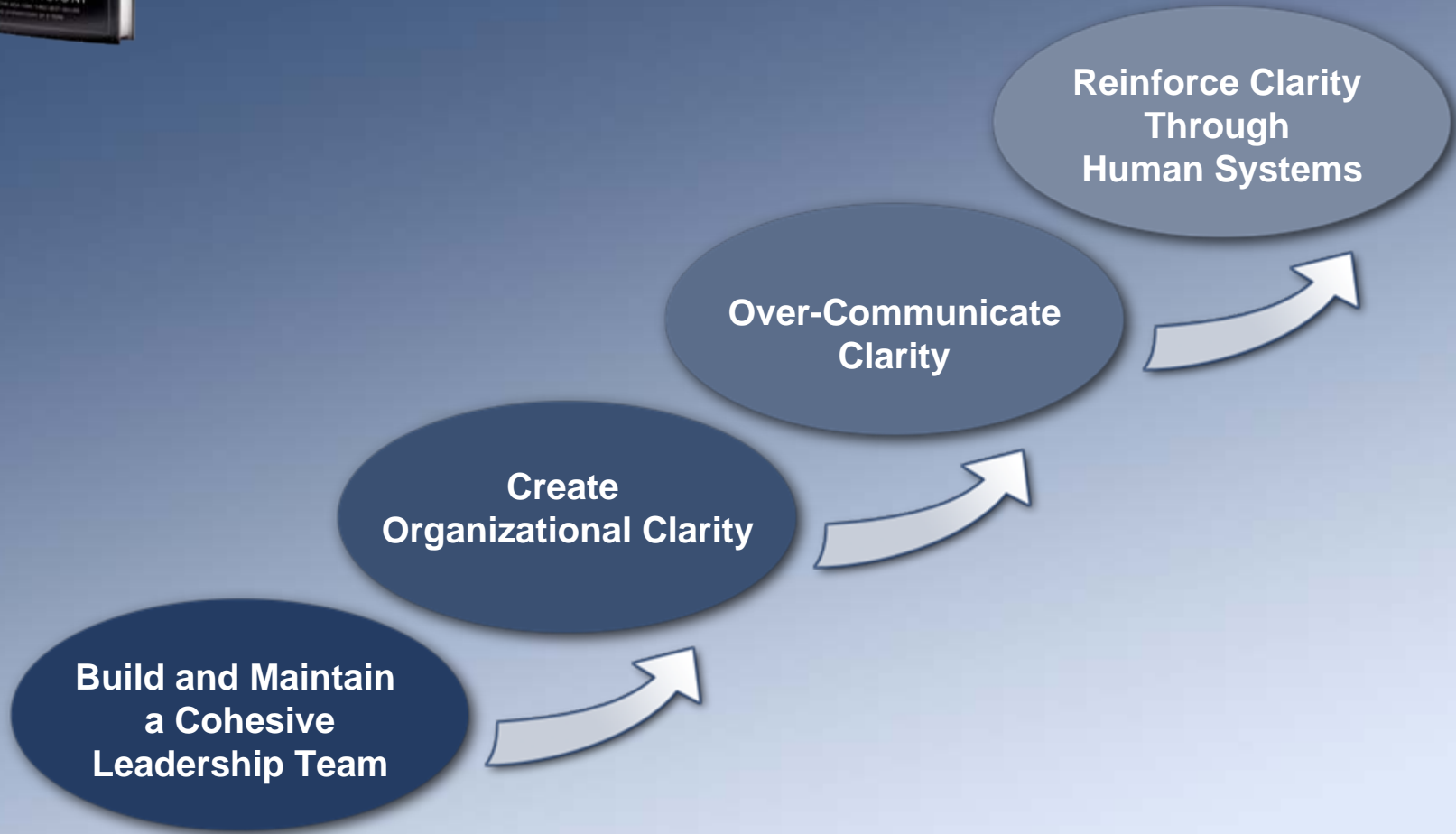
- Strategy
- Marketing
- Finance
- Technology

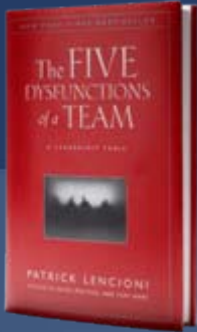
Healthy

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



A Healthy Organization





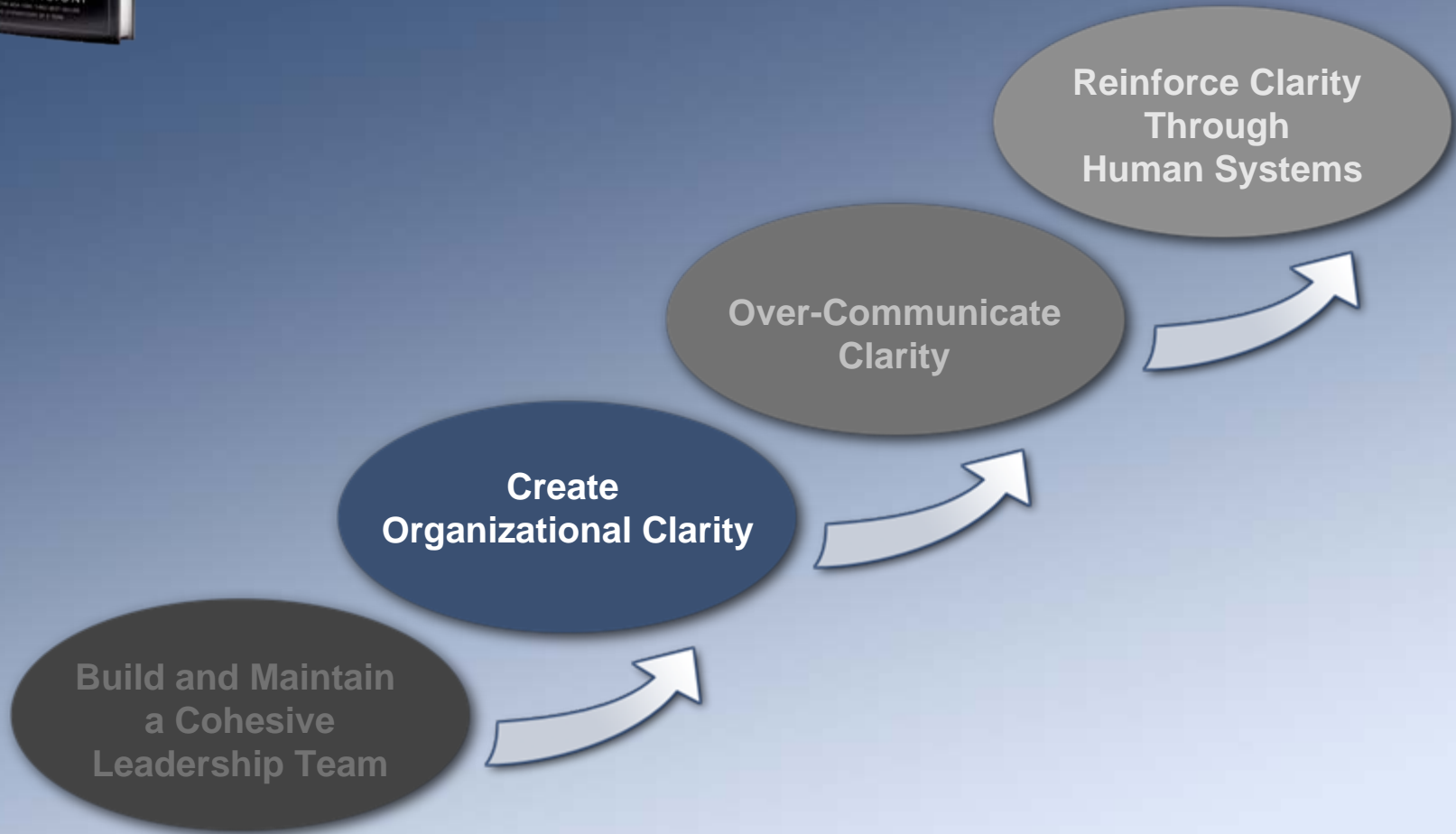
The Five Dysfunctions of a Team

The Role of the Leader





Organizational Clarity





Organizational Clarity

Core Purpose

beyond making money

Values

limits of diversity

Business Definition

what you do

Strategy

“everything and nothing”

Goals

at every level

Roles & Responsibilities

who does what?



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Beyond Behaviors

Interpersonal

Structural



Silos

The Five Dysfunctions of a Team



Silos

A Crisis



Silos

A Rallying Cry



Silos

A Thematic Goal



A Thematic Goal

- Single
- Qualitative
- Temporary
- Shared Across the Organization

“If we accomplish only one thing during the next __ months, what would it be?”



Tire Manufacturer

Thematic Goal

Fix the Tires?!



Tire Manufacturer

Thematic Goal

Survive -
by Re-Establishing
Credibility

Defining Objectives

Fix Tires

Improve
PR

Repair
Distributor
Relations

Address
Morale

Settle
Lawsuits



Tire Manufacturer

Thematic Goal

Survive -
by Re-Establishing
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Fix Tires

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Standard Operating
Objectives

Revenue

Expenses

Production
Levels

Market
Share

Customer
Satisfaction



Panel Discussion



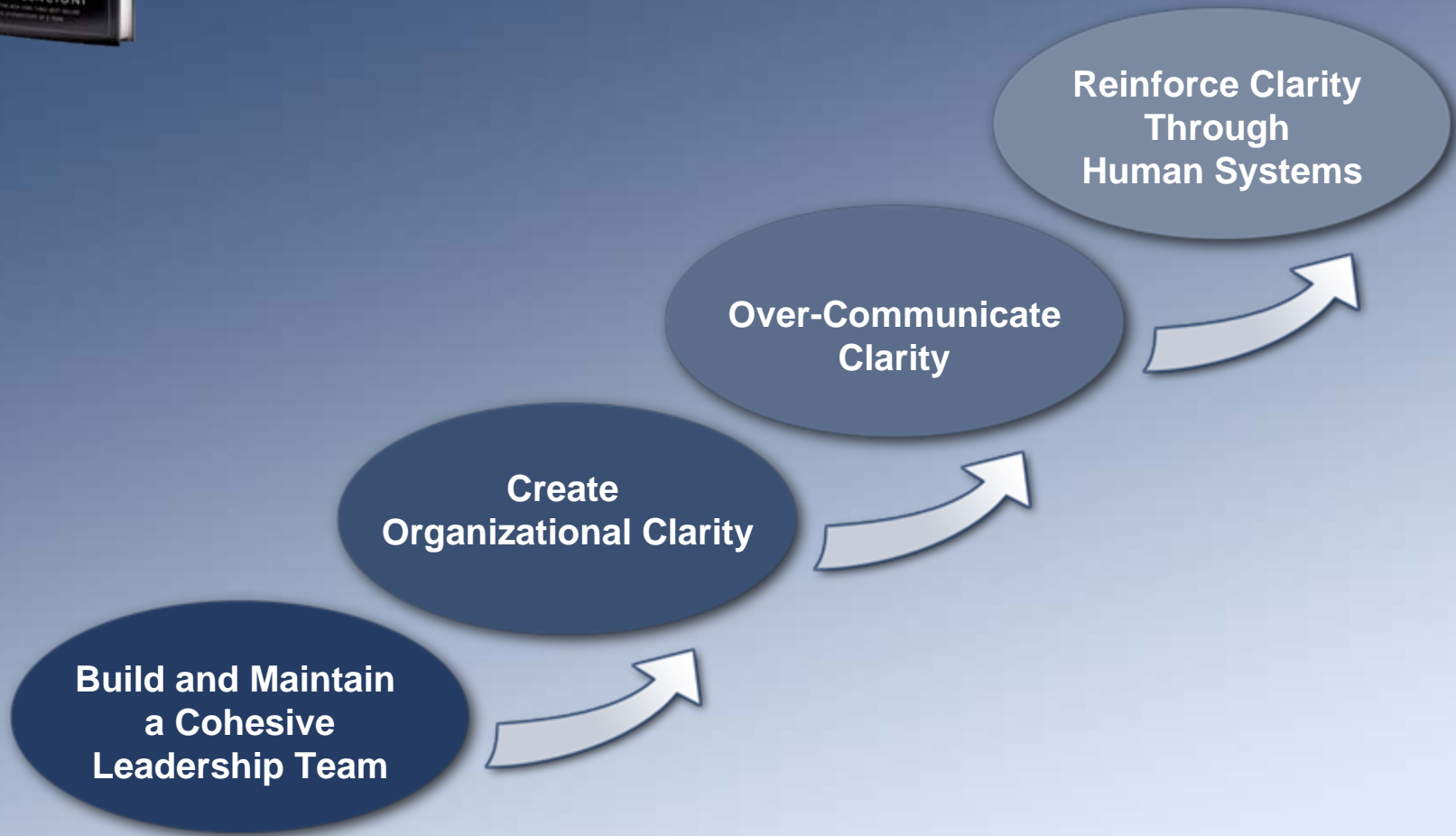
Peter Levangie
President & COO
Bay State Milling



Matt Danilowicz
President & Managing Director
Clear-Com

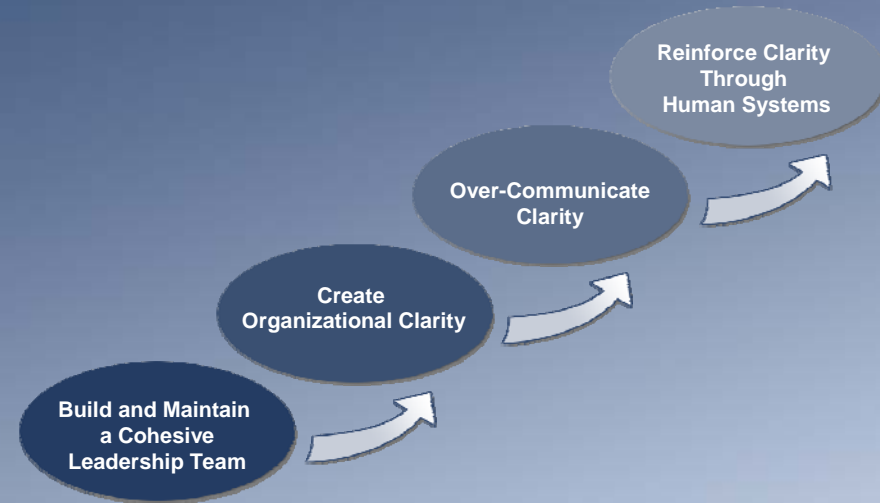


A Healthy Organization





Organizational Health Survey



www.tablegroup.com/survey



Q&A

www.tablegroup.com

Simple wisdom for organizations.



Thank You