



# Discipline 1: **BUILD A COHESIVE LEADERSHIP TEAM**



## Overview

The first and most critical step a healthy organization is creating a cohesive leadership team. Without an aligned team at the top of an organization, it will never come near to reaching its full potential.

The first step a team must make is to make sure the right people are sitting on the executive team and the number of members is not too cumbersome (between 3-12). The team must also commit to themselves and each other to do the ongoing work required to develop and maintain a high-performing team. Once that commitment is established, team members must master five behaviors (originally outlined in the business fable *The Five Dysfunctions of a Team*). For the model, [click here](#).

To understand if Discipline 1 needs to be addressed in your organization, review the following checklist:

- The leadership team is small enough (three to ten people) to be effective
- Members of the team trust one another and can be genuinely vulnerable with each other
- Team members regularly engage in productive, unfiltered conflict around important issues
- The team leaves meetings with clear-cut, active, and specific agreements around decisions
- Team members hold one another accountable to commitments and behaviors
- Members of the leadership team are focused on team number one. They put the collective priorities and needs of the larger organization ahead of their own departments

If two or more of these statements are not true in your organization, address your team dynamics. [Click here](#) for the complete organizational health check list.