



The Five Dysfunctions of a Team, Enhanced Edition: A Leadership Fable (J-B Lencioni Series)

By Patrick M. 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:

Warren Damron:

Book is written, printed, or descriptive for everything. You can realize everything you want by a book. Book has a different type. As it is known to us that book is important thing to bring us around the world. Alongside that you can your reading proficiency was fluently. A book *The Five Dysfunctions of a Team, Enhanced Edition: A Leadership Fable (J-B Lencioni Series)* will make you to possibly be smarter. You can feel far more confidence if you can know about almost everything. But some of you think which open or reading some sort of book make you bored. It isn't make you fun. Why they are often thought like that? Have you looking for best book or ideal book with you?

James Senters:

This book untitled *The Five Dysfunctions of a Team, Enhanced Edition: A Leadership Fable (J-B Lencioni Series)* to be one of several books which best seller in this year, this is because when you read this guide you can get a lot of benefit upon it. You will easily to buy this kind of book in the book retail outlet or you can order it via online. The publisher of the book sells the e-book too. It makes you quickly to read this book, because you can read this book in your Mobile phone. So there is no reason to your account to past this book from your list.

Ella Oxley:

The actual book *The Five Dysfunctions of a Team, Enhanced Edition: A Leadership Fable (J-B Lencioni Series)* has a lot details on it. So when you read this book you can get a lot of advantage. The book was written by the very famous author. Tom makes some research previous to write this book. This specific book very easy to read you may get the point easily after reading this book.

Raul Miller:

In this particular era which is the greater particular person or who has ability to do something more are more precious than other. Do you want to become among it? It is just simple method to have that. What you need to do is just spending your time little but quite enough to enjoy a look at some books. One of several books in the top list in your reading list is definitely *The Five Dysfunctions of a Team, Enhanced Edition: A Leadership Fable (J-B Lencioni Series)*. This book that is certainly qualified as *The Hungry Inclines* can get you closer in turning into precious person. By looking upward and review this reserve you can get many advantages.

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