



A MINISTRY SCHOOL OF THE ANGLICAN DIOCESE OF THE UPPER MIDWEST

# The 5 Dysfunctions of a Team

*Lessons for Church Leaders in leadership, vision, strategy,  
and team building*

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*Exodus 18:21 - Moreover, look for able men from all the people, men who fear God, who are trustworthy and hate a bribe, and place such men over the people as chiefs of thousands, of hundreds, of fifties, and of tens.*

## 1. The Link Between Vision and Teams

Questions you may start with

- Is this just a bunch of business leadership mumbo-jumbo?
- Isn't this super basic?

Vision is Bible...and so are Teams

This model brings together the concepts of Vision and Teams

**More on Vision & Strategy:** Lencioni, Patrick. *Silos, Politics, and Turf Wars*. San Francisco, CA, Jossey-Bass, 2006.

**More on Teams:** Lencioni, Patrick. *The Ideal Team Player*. San Francisco, Jossey-Bass, 2016.

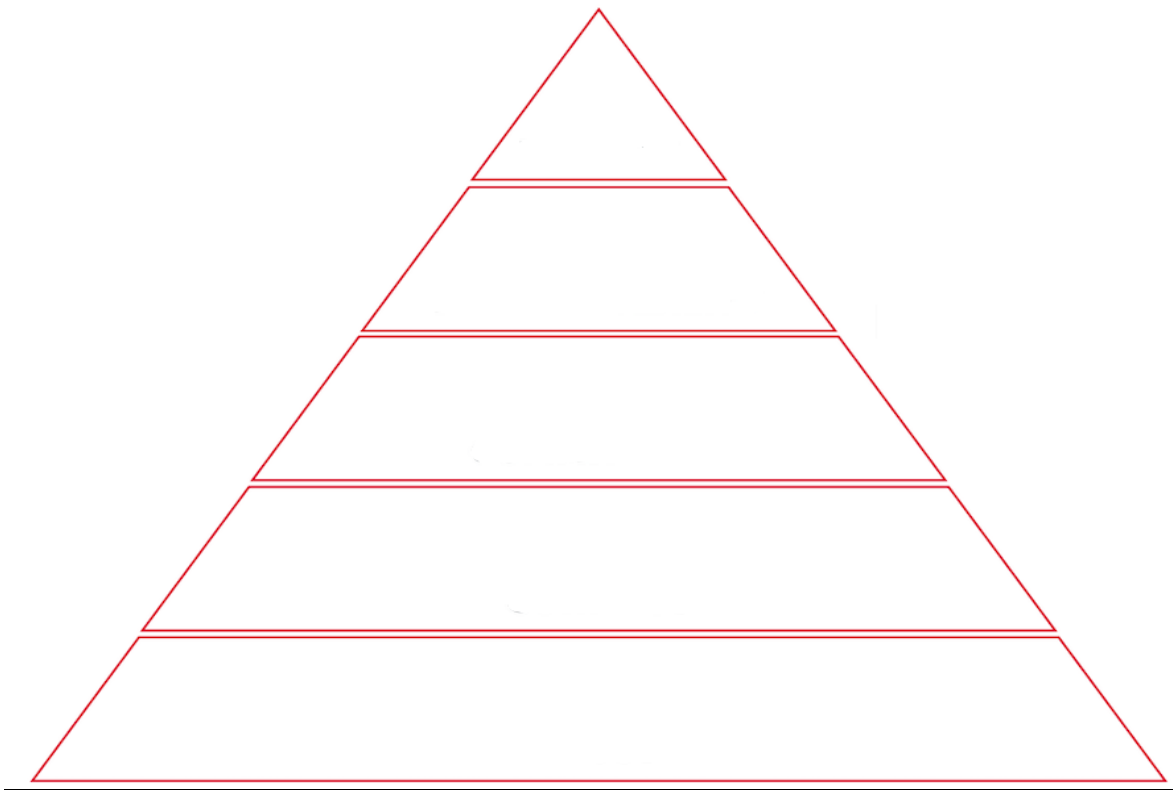


## Extra Gems from “The Fable” on Vision and Teams

- 1.
- 2.
- 3.
- 4.

## 2. The Model

Introductory principle:





**1. Trust**

Cause of the dysfunction:

Comparative Chart: p. 197

How does a leader develop TRUST?

**2. Healthy Conflict**

Cause(s) of the dysfunction:

Comparative Chart: p. 204

How does a leader develop Healthy Conflict?

**3. Commitment**

Causes(s) of the dysfunction:

Comparative Chart: p. 209

How does a leader develop Commitment?

**4. Accountability**

Cause(s) of the dysfunction:

Comparative Chart: p. 214

How does a leader develop Accountability?

**5. Attention to Results**

Cause(s) of the dysfunction:

Comparative Chart: p. 218

How does a leader develop attention to results?