

ORGANIZATIONAL HEALTH - A Powerful Advantage

5 Simple Steps

Do these easy but powerful exercises to practice what you have learned now.

Suggested Tools: A notepad small and comfortable enough to carry for a week

Collaborators: Friends, family, 3-5 trusted colleagues.

1. Reflection

Needed: Notebook and pen

Time: 15 minutes.

Sit down somewhere you will have 15 uninterrupted minutes. Ask yourself: Patrick Lencioni describes "vulnerability-based trust." Where am I aware of both my strengths and weaknesses, able to admit mistakes, and gladly take advice from others? Where are these things are tougher to do? When do I feel happiest and most secure? Or frustrated and uncomfortable? Does vulnerability-based trust play a role? Write down your responses.

2. Personal Action

Needed: Notebook and pen

Time: 15 minutes initial, then 1 week implementation time.

Lencioni addresses the need to "over-communicate" key decisions through consistent, repeated messaging. Sound tedious? Or can you make "over-communicating" fun? Choose a message—a value, best practice, etc.—to implement in a group you lead (family, softball team, small business, etc.). Brainstorm for 15 minutes. Can you make it funny? Make it a game? Offer rewards? Write down 10 ideas (even bad ones). Choose the best 3. Spend a week over-communicating with these tactics. At the end of the week, observe your group. Have they gotten the message? Have they implemented thoughts or behaviors accordingly?

3. Interaction

Needed: Notebook and pen, 2-3 friends or colleagues, some recent business magazines.

Time: 1 hour.

Invite 2-3 individuals to coffee or drinks somewhere with a quiet table. First, give a brief (5-7 min.) description of Lencioni's 4 Disciplines. Note the importance of "clarity." Spread out the magazines. Ask everyone to thumb through (10 min.) and search for images where clarity is being created, over-communicated, or reinforced. Also look for images where clarity is obviously not happening. Once you have collectively identified 10-15 examples, study them together. Create a story of clarity/non-clarity for each—humor and drama are encouraged! Ask them to share past work experiences that the images bring to mind. Take notes.

4. Intention

Needed: Notebook and pen

Time: 15 minutes per day for 5 days.

Find time each day for 5 days to sit down somewhere you will have 15 uninterrupted minutes. Consider Lencioni's idea of a thematic goal. What should the rallying cry for your life or career be? Using the 6 Critical Questions as a starting point, spend time each day journaling. Why do you exist? How should you behave? Etc. At the end of the 5 days, write down your official rallying cry. How will you live it over the next year?

5. Investigation

Needed: Notebook and pen

Time: Up to 10 minutes.

Visit Pat Lencioni's video library at:

<http://www.tablegroup.com/pat/video-library>. Select a video, either on a topic from Organizational Health that you'd like to explore further, or on a new topic. Watch the video and take notes.



About Patrick Lencioni

Patrick is the founder of The Table Group and the author of 10 books which have sold nearly 5 million copies and been translated into more than 30 languages. The Wall Street Journal called him "one of the most in demand speakers in America." He has addressed millions of people at conferences and events around the world over the past 15 years. Pat has written for or been featured in numerous publications including Harvard Business Review, Inc., Fortune, Fast Company, USA Today, The Wall Street Journal and BusinessWeek.

As CEO, Pat spends his time writing books and articles related to leadership and organizational health, speaking to audiences interested in those topics and consulting to CEOs and their teams.

Prior to founding The Table Group, Pat worked at Bain & Company, Oracle Corporation and Sybase. Pat lives in the Bay Area with his wife and four boys.

For more Patrick Lencioni, visit www.growthinstitute.com/faculty/pat-lencioni/ where you can tune into all of Pat's speeches in video and audio formats, download the study guide, and game plan your future with the Next Steps Work Sheet.