JDI

In 5 Steps to a Top Team According to Lencioni

Lencioni's pyramid illustrates the steps that every team must take to collectively deliver sustainable results. At JDI, we use this model to build strong teams that work together for sustainable results in a fun work atmosphere with enthusiastic colleagues.

Focus on Collective Results
How? Team members discuss desired successes publicly and with each other, express appreciation for results, and show specific recognition for team members who truly contribute to group outcomes.
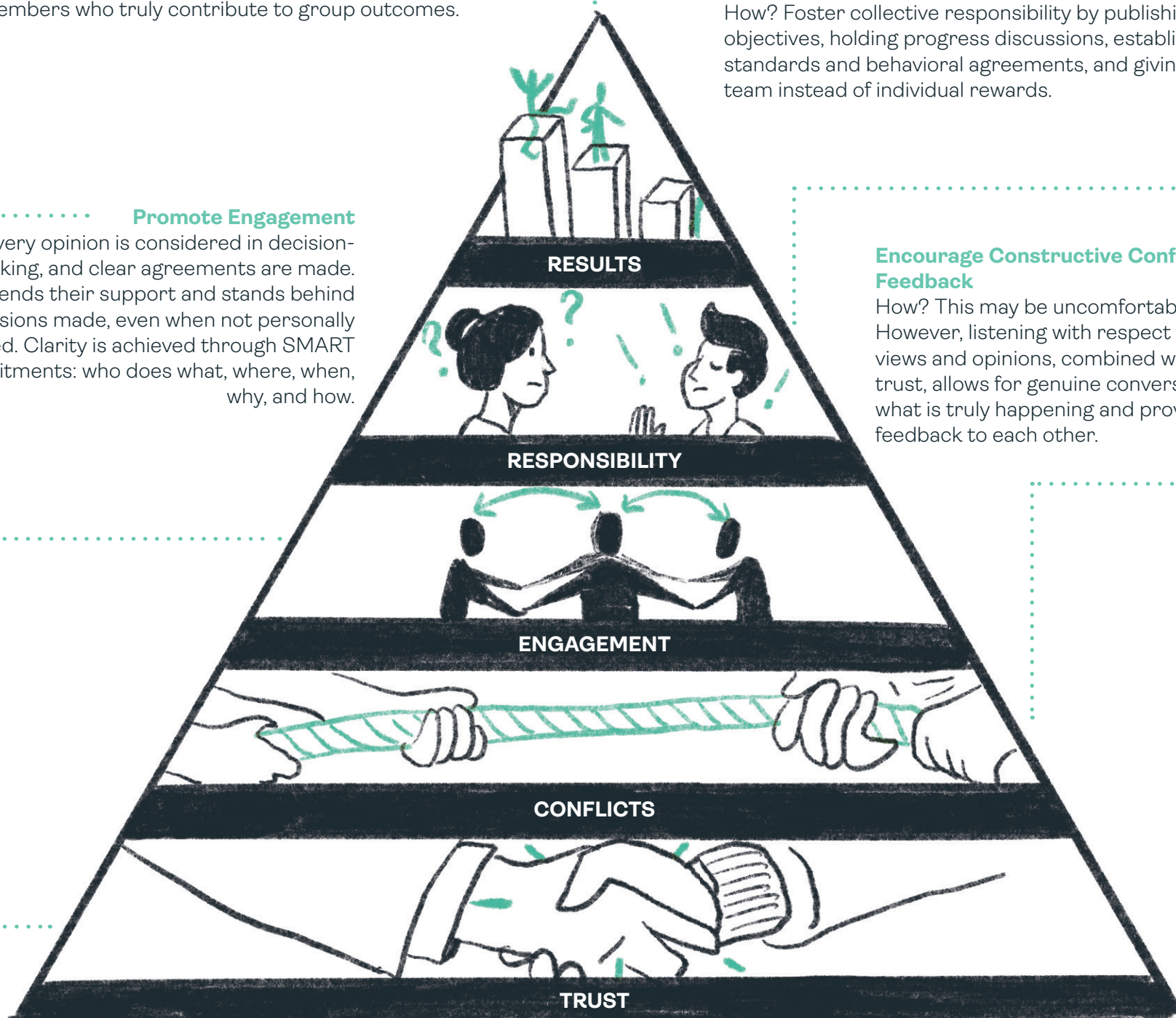
Instill Responsibility
How? Foster collective responsibility by publishing objectives, holding progress discussions, establishing standards and behavioral agreements, and giving team instead of individual rewards.

Promote Engagement
How? Every opinion is considered in decision-making, and clear agreements are made. Everyone lends their support and stands behind the decisions made, even when not personally convinced. Clarity is achieved through SMART commitments: who does what, where, when, why, and how.

Encourage Constructive Conflict and Feedback
How? This may be uncomfortable at first. However, listening with respect for everyone's views and opinions, combined with sufficient trust, allows for genuine conversations about what is truly happening and providing honest feedback to each other.

RESULTS

RESPONSIBILITY

ENGAGEMENT

CONFLICTS

TRUST

Promote Mutual Trust
How? Ensure team members know what's going on with each other. This often comes out most easily in an informal non-work environment. This makes it easier for them to ask for help, give feedback more quickly, and be able to learn from each other.

Building strong teams committed to sustainable results? More info: **www.jdi.be/en/home/growing-through-employees/**