

Overcome Team Dysfunction



The **Lencioni model** is a framework for diagnosing and treating dysfunction within an organization

Based on the Lencioni Model by Patrick Lencioni and viz by OMT Global

Task 1:

Question 1: Reducing the Impact of a Team Member's Late Withdrawal

- Implement a buffer by setting early deadlines for work sections to prevent last-minute rushes.
- Enhance commenting, documentation, and structure to facilitate seamless handover and product development.
- Utilize version control to make incremental commits, enabling team members to track progress effectively.

Question 2: Steps to Complete the Project

- Regroup to discuss the project status, identify gaps, assess required skills, and distribute tasks accordingly.
- Review and adjust project goals and expectations based on achievable outcomes.

Question 3: Anticipated and Unpredictable Aspects

- Predictable: Timetables and project deadlines.
- Unpredictable: Unexpected withdrawal of a seemingly on-track group member.

Task 2:

Readings:

Reading 1: [The five keys to a successful Google team](#)

Reading 2: [Diversity commitments at Google](#)

Reading 3: [Inclusivity commitments at Google](#)

Reading 4: [Google Accessibility Initiatives and Research](#)

Question 1: Motivation Behind Google's Commitments

- Emphasis on team dynamics over individual technical skills.
- Prioritization of team contributions over task complexity.
- Focus on recruiting individuals with the right attitude and adaptability to utilize Google's resources effectively.

Question 2: Impact of Google's Commitments

- Set a benchmark for employment standards.
- Mitigate project issues caused by reluctance to seek help.
- Promote psychological safety for sharing ideas, solutions, and concerns, enhancing industry practices.

Question 3: Integration of Commitments in Hiring Decisions

- Highlight the importance of teamwork skills in employees.
- Teamwork proficiency as a crucial factor in recruitment decisions.