At its essence, a team is a system of human relationships. In the workplace, the ability to form and manage effective teams is essential for fostering innovation, collaboration, commitment, and performance. According to research by the American Productivity and Performance Network, organizations that excel at team building experience 110% higher levels of employee engagement than those that do not. The research is clear: feeling connected to our colleagues elevates productivity, reduces turnover, and fosters better teamwork. As such, it's a powerful and underutilized tool for companies anywhere from $438 billion to $605 billion annually. Unfortunately, disengagement is a problem affecting U.S. employees. According to a 2019 survey by the ADP Research Institute, only 35% of employees say they're fully engaged at work. It's essential that these teams are cohesive and highly functional. Only 8 percent of companies report having truly integrated teams. The remaining 92 percent have teams that are siloed, not cohesive, and not well-functioning. It's no wonder that research by the Harvard Business Review has shown that poorly functioning teams cost U.S. companies anywhere from $438 billion to $605 billion annually.

For twenty years, The Five Dysfunctions of a Team by Patrick Lencioni has inspired millions of readers and helped businesses around the world change the way they work. By identifying the five dysfunctions, Lencioni’s book offers a powerful model for improving teamwork in any organization. Equal parts leadership fable and business handbook, this book presents a powerful tool for understanding and solving any team dysfunction. It’s no wonder that the book is beloved by leaders, managers, executives, and employees alike.

The research is clear: feeling connected to our colleagues elevates productivity, reduces turnover, and fosters better teamwork. Indeed, the ability to form and manage effective teams is essential for fostering innovation, collaboration, commitment, and performance. According to research by the American Productivity and Performance Network, organizations that excel at team building experience 110% higher levels of employee engagement than those that do not. In a 2019 survey by the ADP Research Institute. Separately, Gallup has estimated that disengaged workers cost U.S. companies anywhere from $438 billion to $605 billion annually.

Employees who are engaged at work tend to be happier, more productive, and more likely to remain with their employer. In fact, according to a study by the Harvard Business Review, engaged employees are 26% more productive than their disengaged counterparts. The study also found that engaged employees are 60% less likely to take a sick day and 87% less likely to resign. In other words, building effective teams is not only good for the bottom line, it’s good for the employees themselves.

Unfortunately, disengagement is a problem affecting U.S. employees. According to a 2019 survey by the ADP Research Institute, only 35% of employees say they’re fully engaged at work. It’s no wonder that research by the Harvard Business Review has shown that poorly functioning teams cost U.S. companies anywhere from $438 billion to $605 billion annually. Indeed, the ability to form and manage effective teams is essential for fostering innovation, collaboration, commitment, and performance. According to research by the American Productivity and Performance Network, organizations that excel at team building experience 110% higher levels of employee engagement than those that do not. It’s no wonder that research by the Harvard Business Review has shown that poorly functioning teams cost U.S. companies anywhere from $438 billion to $605 billion annually.