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Patrick Lencioni

Best-Selling Business Author, Internationally Recognized Speaker, and Thought-leader

Getting Naked Based on the principles in his latest book, *Getting Naked*, Pat presents a revolutionary and counterintuitive approach to client service that yields uncommon levels of trust and loyalty. 'Naked Service,' as Pat calls it, provokes consultants and service providers to be completely transparent and vulnerable with clients and to avoid the three fears that ultimately sabotage client allegiance. Learn principles like 'enter the danger,' 'tell the kind truth,' and 'always consult instead of sell' that can help you establish a fiercely loyal client base. Whether you are an internal or external consultant, financial advisor or anyone else serving long-term clients—you will glean some powerful tools for overcoming the three fears, and gain a real and lasting competitive edge.

The Five Dysfunctions of a Team According to Pat Lencioni, teamwork remains the ultimate competitive advantage, both because it is so powerful and so rare. He makes the point that if you could get all the people in an organization rowing in the same direction, you could dominate any industry, in any market, against any competition, at any time. Based on his runaway best-seller, *The Five Dysfunctions of a Team*, Pat Lencioni uncovers the natural human tendencies that derail teams and ultimately lead to politics and confusion in so many organizations. In this interactive session, Pat covers the core elements of teamwork with focus on the key role of the team leaders. He presents the ground rules for establishing trust, engaging in productive conflict, creating commitment, holding team members accountable and paying attention to the collective results of the team. Pat brings his team model to life through case studies and real-world stories developed from his work as a consultant to executive teams. Audience members will walk away with specific advice and practical tools for overcoming the dysfunctions and making their teams more functional and cohesive.

The Three Signs of a Miserable Job In this talk, Pat addresses perhaps the most timeless and elusive topic related to work: job misery. Based on his book, *The Three Signs of a Miserable Job*, Pat delivers a message that is as revolutionary as it is shockingly simple. Using a mix of humor and poignancy, he dismantles the root causes of frustration and anguish at work: anonymity, irrelevance and immeasurement. In doing so, he provides managers at all levels, as well as employees, with actionable wisdom and advice about how they can bring fulfillment and meaning to any job in any industry. Whether you're an executive looking to establish a sustainable competitive advantage around culture, a manager trying to engage and retain your people, or an employee who has almost given up on finding meaning and fulfillment in your work, this talk will prove immediately invaluable.

The Four Disciplines of a Healthy Organization Pat Lencioni claims that most organizations have enough intellectual property, human capital and organizational intelligence to succeed, but ultimately fail to leverage those assets because they lack something he calls organizational health. He defines a healthy organization as one where internal confusion and politics are minimized and an

atmosphere of maximum clarity and employee productivity can flourish. Based on his model in *The Four Obsessions of an Extraordinary Executive*, Pat helps leaders understand the disarming simplicity and power of organizational health and reveals the four actionable steps that allow them to achieve it. Using case studies and examples from his work with executives, Pat offers recommendations on how to improve executive team cohesiveness, how to create greater clarity around the organization's vision, strategy, values and goals, how to increase the effectiveness of internal communication, and finally, how to align human systems with the overall goals of the organization. Audience members will walk away with tools for immediate implementation and begin the process of becoming healthy.

Silos, Politics and Turf Wars Pat tackles a prominent symptom of corporate frustration: silos, the invisible barriers that separate work teams, departments and divisions, causing people who are supposed to be on the same team to work against one another. According to Pat, silos—and the turf wars they enable—devastate organizations by wasting resources, killing productivity and jeopardizing results. Drawing from his book, *Silos, Politics, and Turf Wars*, Pat provides leaders with powerful advice on how to eliminate the structural obstacles that derail organizations. Urging leaders to provide a compelling context—or rallying cry—for their employees to work together, Pat's model gives leaders a simple tool for enabling clarity, unity and alignment in their organizations.

Confronting the Absurdity of Meetings In his talk based on his latest book, "Death By Meeting", Pat Lencioni reveals some surprising truths about why we hate meetings, why we shouldn't, and how to make them work. He debunks the myth that meetings are inherently bad, and makes the case that they are in fact one of the most critical activities at the heart of a competitive organization. Using pointed and humorous case studies, Pat paints the picture of prototypically bad meetings, and presents a new, radical approach to meetings, one that transforms them from drudgery to focused, relevant and compelling business activities. Finally, Pat makes an intriguing comparison between meetings and movies, and calls upon leaders to borrow a few simple but powerful tools from Hollywood directors to make their meetings as compelling and engaging as they deserve to be.

The Five Temptations of a Leader A leader's success hinges on a few simple behaviors – behaviors that require consistent levels of discipline. Based on the model in his first best-selling book, *The Five Temptations of a CEO*, Pat Lencioni captures the natural human tendencies that plague all leaders and often prevent them from fulfilling their potential. In his discussion, Pat illustrates each temptation using colorful and often humorous stories based on his experience as a consultant to CEOs. He challenges leaders to engage in self-exploration, to assess their own temptations, and he offers actionable advice on how to overcome these all too common behavioral pitfalls that even the best leaders face.

The Three Big Questions for a Frantic Family Drawing on a few of his most influential and well-received business models, Pat has turned his attention to the most important and overlooked organization in society—the Family. In this engaging and humorous talk, *The Three Big Questions for*

a Frantic Family, Pat prescribes some powerfully simple business principles that parents can quickly put into action to bring about more purpose and clarity to their home lives. Using case studies from real families who have successfully implemented Lencioni's model, Pat will demonstrate how addressing three important questions will help families yield context in which to make daily decisions, reduce distractions and, ultimately, restore sanity to any family.