

TSW's Must-read Books...

A list of must-read business books to inspire you and your business

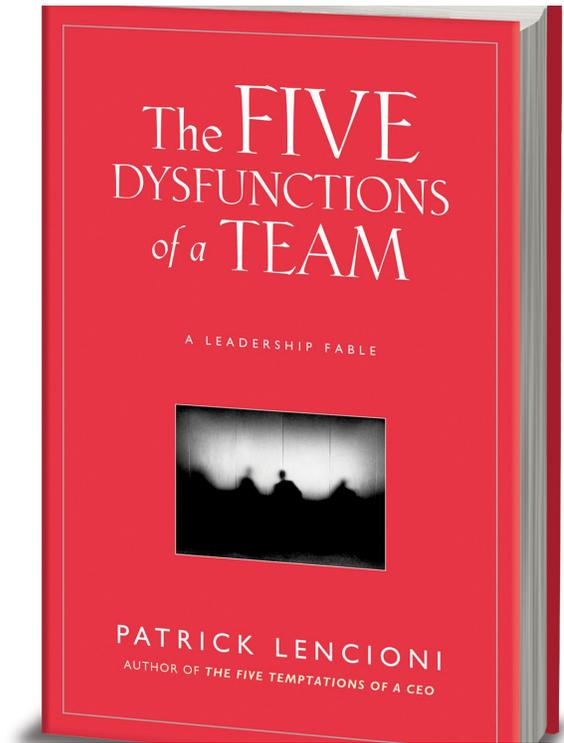
At TSW the learning never stops and we believe one of the best ways to learn, is to read. However, that being said, we understand that finding good material to read can often be time consuming. With millions of business books to choose from how can you find that hidden gem that will inspire you and your business to do more and become more.

That's why we have asked our team at TSW to come together to compile a list of must-read books that will inspire, engage and have a real impact on your business. We will be sharing them with you, one by one, over the coming weeks.

This week our "must-read" recommendation comes from Operations Director, Matthew Channell. Matthew's choice is one he feels has had the biggest impact on his career so far. So, why not grab a coffee, sit back, relax, read Matthew's recommendation and become inspired.

Operations Director, Matthew Channell recommends...

The Five Dysfunctions of a Team, by Patrick Lencioni



Why did you recommend this book?

"The book is written as a leadership fable; a story of a technology company struggling to scale and meet its full potential. A new CEO joins the company and quickly recognises that the company has great products and talent, however the executives are not working together as a team. In fact, they have become quite 'dysfunctional', negating the competitive advantages available as a result of the company's innovative products and talented people.

The team is struggling with their situation and are unable to come to consensus on a way forward. The team dynamics erode into naming, blaming and shaming, with no one accepting responsibility. The result is various deadlines being missed and morale on a cliff edge. The team is unable to make important decisions and as a result the company is losing the battle for market share.



If you could get all the people in an organisation rowing in the same direction, you could dominate any industry, in any market, against any competition, at any time.

This is a quote that has stuck with me.

If you want people 'rowing in the same direction' you need the Senior team in an organisation to address the fundamental five dysfunctions of their team. This 'dysfunctions' model stands for every team in every layer of the organisation.

When I first read the titles of the five dysfunctions I quickly made up my mind about what each meant in the context of the team; in most cases I was wrong. I challenge anyone to read this book and say that they don't see the dysfunctions in their teams, especially if they are struggling to hit their goals and find a way forward.

By addressing these dysfunctions, a team can become truly 'joined up' and bought into a common vision!

This book is without doubt my go to book for creating high performing teams and when working with clients to help them achieve their own goals.

The fact that the book is written as a fable is, in my opinion, a big part of its usefulness. The fable provides readers with context, so they can more easily take the ideas back into their own world. It provides a picture portrait of what a high performing team looks like and conversely shows what a bad team looks like; while reading I was picking out situations I had been in and was able to diagnose what went wrong and why. This book will help you understand what a successful team looks and feels like.

Final Thoughts

I couldn't recommend this book more; for leaders it is gold dust, for team members it is enlightening and for the person looking for a good read, it is entertaining and insightful.

At TSW we are constantly looking for ways to improve our knowledge, to continue learning and to grow within our field, whether that's through reading lots of books or talking to industry experts!

We'd love to know what some of your favourite business books are and why they have inspired you too. Please leave your recommendations in the comments below, or email us at hello@tsw.co.uk.

We'd love to hear your thoughts!



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