

# The Four Obsessions of an Extraordinary Executive

Book by Patrick Lencioni



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**#1: Build and Maintain a Cohesive Leadership Team**  
A cohesive team trusts one another, engages in constructive conflict, commits to group decisions and holds one another accountable.

**#2: Create Organizational Clarity**  
Healthy organizations clarify topics such as values, strategies, goals and roles & responsibilities.

**#3: Over-Communicate Organizational Clarity**  
Healthy organizations align their employees by repetitively and comprehensively communicating all aspects of organizational clarity.

**#4: Reinforce Organizational Clarity through Human Systems**  
Organizations sustain their health by establishing simple structures around the way they make decisions, evaluate job candidates, manage performance and reward employees.

