

SERVANT LEADERS



TEAM DYNAMICS

I. Working together is God's idea. Psalm 133

Unity, or working together in a covenant relationship, brings the blessing and power of God to our efforts. Living in unity brings a certain pleasure and satisfaction to man, versus going it alone. This coming together in diversity is something that is attractive to all who are looking on. It not only looks good but gives off what this passage refers to as a strong, pleasing scent. This unity gives opportunity to demonstrate the spiritual truths of the very essence of the gospel: grace, mercy and, of course, love.

God has ordained teams throughout His word to accomplish His will throughout history. It is important to understand what a team is and how it is to function to best accomplish His work.

Proverbs 27:17

Ecclesiastes 4:9-12

Luke 10:1-7

John 17:20-23

II. Team Defined

A **committed** and **organized** group of people **who need each other** to accomplish a **common purpose**

4 Key Components of Team

Committed: Is defined as the act of uniting yourself to a group of people to accomplish a specific vision

Organized: We are formed into a structured and efficient union

Interdependent: Synergy, apart we are weaker than together

Common purpose: Each team member understands and takes ownership for the successful completion of the team goals and vision.

III. Component #1:

Commitment - Is defined as the act of binding yourself to a group of people to accomplish a specific vision

A. As team member I am committed to two things:

1. Vision
2. The Team

B. A **vision** is “A clear and challenging picture of the future.” Aubrey Malphurs

*“The **Vision** is clear when those who are part of the ministry understand it well enough to articulate it to someone else.”* Aubrey Malphurs

“Individual commitment to a group effort - that is what makes a team work, a company work, a society work, a civilization work.” Vince Lombardi

C. Two ingredients that help produce and maintain commitment

1. Vulnerability Based Trust
2. Covenant

D. **Trust is**... “the reliance or confidence that a person or group will meet our expectations. When people fail to meet our expectations, trust is broken and disappointment results, making it more difficult to trust in the future. As a result, trust is hard to acquire and very easy to lose.”

Jay Desko

E. **Faith** and **Risk** are key to building Trust

1. **Faith** that my team will meet my expectations.
2. **Risk** that they will not let you down.

“When your people trust you, they dig deeper, listen better, and forgive more readily. When trust is low, there is more resistance, more fear, and communication doesn’t work as well (because people don’t believe each other).” Joshua Freedman

F. **Our Goal** is to build trust that leads to and maintains strong **commitment** to others. We do this by meeting the expectations of others in 4 key areas.

Communication

Character

Concern

Competence

1. **Communication**: “Team members must communicate more openly than they normally would in everyday life. There must be honesty on all ends of the team, since withholding the truth could damage the team’s integrity. Team members should always share information and feelings between each other. This allows for total trust between the team members.” Alan Bass

2. **Character**: Is the...

- a. **Action** you take to carry out the values, ethics and morals that you believe in.
- b. **Consistency** between what you say you will do and what you actually do. www.characterunlimited.com

3. **Destroyers** of character are dishonesty and lack of consistency
4. **Concern** builds trust when others see we are interested in them. True concern from my team manifests itself in time spent, resources spent, effort spent in their lives.

Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others. Philippians 2:3-4

5. **Competence**: As we meet the expectations by demonstrating competence we grow trust or we lose it by incompetence.
 - a. The Greater the Perceived Competency the greater the Trust.
 - b. We frustrate people when we set them up for incompetence, placing them in roles where they lack ability and giftedness.

G. Covenant Living : “A covenant is a binding agreement between two or more parties that involves the exchange of strengths for weaknesses.”

David Maxwell

1. **Ingredients of a Covenant Relationship 1 Samuel 18:3-4**

1. **Provision** - What is mine is yours.
2. **Protection** - Your enemies/challenges are mine as well.
3. **Personhood** - You are my second person, you have my rights and privileges.

IV. Component #2: Organized

We are formed into a structured and efficient union
(Order exists)

A. Two key parts to being organized

1. Roles

Teams work best when there is a balance of responsibilities and roles, work to their strengths and actively manage their weaknesses.

2. Process

Teams work best when there are processes that guide and protect their interactions with each other.

B. Team Processes can be broken down into two parts

1. **Documents:** Help the team to measure and guide their interactions through previously agreed upon standards and practices.

2. **Procedures:** Provide freedom and security to the team members because they know the accepted guidelines for times of interaction.

C. Examples of Documents and Procedures

1. Team Structure

4. Team Meetings

2. Team Covenant

5. Decision Making

3. Rules of Engagement

6. Conflict Management

IV. Component #3: Interdependent

Synergy, apart we are weaker than together

“The Purpose of a Team is to make the strengths of a person effective and his or her weaknesses irrelevant.”

Peter Drucker

- A. **Synergy** occurs when in our team relationships we work to the benefit of the other team members. One loses himself in the process of accomplishing the intended end vision of the many.
- B. Ecclesiastes 4:12 And one standing alone can be attacked and defeated, but two can stand back to back and conquer, three is even better, for a triple-braided cord is not easily broken.
- C. “If you want to be **incrementally** better: Be competitive.
If you want to be **exponentially** better: Be cooperative.” author unknown

V. Component #4: Common Purpose

Each team member understands and takes ownership for the successful completion of the team goals and vision.

- A. **Ownership** occurs when one's identity has become intertwined with that of the whole.
- B. When buy in is absent this happens.....
 1. When times get tough people jump ship.
 2. There is no defense in numbers, someone is left standing alone!
 3. When decisions are made it is way too easy to just go with the flow instead of giving valuable input, even when it goes against the flow.
 4. When the next best thing comes people leave and find something better

C. We can create buy-in with each member of our team by..

1. Having a clear and shared vision
2. Creating an environment where members feel free to share opinions and concerns without fear of condemnation or judgement.
3. Celebrating wins and mourn defeats together.
4. Over communicating!

Example of Team Documents and Procedures

Team Covenant Example

COMMITMENT: As a member of this leadership team, I take seriously my unique role and accepted responsibilities. I understand that the members of this team—as well as members of this church—are depending upon me to exercise godly leadership with a Spirit of power, love, and self-discipline.

INTERACTION: As a member of this leadership team, I will love, honor, respect, and submit to each member as well as to the group as a whole. If, at any time, I have any questions, concerns, or grievances regarding a particular individual or the group as a whole, I will first speak directly to the individual or group—and not about them.

COMMUNICATION: As a member of this leadership team, I commit to be open, honest, and trustworthy in speaking my beliefs, opinions, feelings, and concerns. At the same time, I commit to listen and to seek to understand the beliefs, opinions, feelings, and concerns of fellow team members. I commit to building a team environment that inspires trust, honor, and respect for one another.

ACCOUNTABILITY: As a member of this leadership team, I pledge to be accountable to God, to this team, to the congregation. As a leader, I acknowledge that I am also a part of this faith community and, therefore, I willingly submit to the oversight of this body of leaders.

DECISIONS: As a member of this leadership team, I pledge to the decision making process laid out by the leadership team. I will attempt to influence through open and candid discussion as the result of personal communion with God as well as from dialogue with other spiritual counselors.

CONFIDENTIALITY: As a member of this leadership team, I promise to keep matters discussed within the group as confidential. The only exception will be those matters that by mutual agreement can or should be shared with others.

AFFIRMATION: As a member of this leadership team, I will affirm each member of the team as a church leader. I will respect and honor team members and will speak positively about them to others. In my words and actions, I will express God’s love, as well as my own affirming love and commitment, as I attempt to build other team members up according to their needs.

In signing this document, I pledge to uphold the values and to exhibit the behaviors as stated in this covenant.

SIGNATURE

DATE

Rules of Engagement

1. We will not spend time trying to defend our reputation but rather we will defend the Word of God and His Reputation.
2. We will maintain an attitude of grace and mercy with those who criticize and speak badly of us.
3. We will seek to cover with love as many offenses as possible.
4. We will always speak the truth no matter the consequence.
5. We will follow our agreed upon conflict management process.
6. We will deal with conflict as soon as possible.
7. We will attack the problem not the person.
8. We will seek to live at peace with all men.

Conflict Management Process



