LeadershipTrack
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Leading Others Module 2 • Building a Healthy Team

Character: Dependability

The foundation of a healthy team is vulnerability based trust. If we want to build a team that will honor God and stand the test of time, we need to be dependable leaders. Being dependable means being consistent in our world and actions so that people can be confident in our leadership.

The secret to being a dependable leader is to overcome pleasing people in favor of sticking with what really helps people over the long term. In other words, what pleases God.

Read Galatians 1:6-10. Why is Paul so firm and direct with the people in Galatia? What leadership traits do you see from Paul in this passage? What are some reasons that leaders struggle with pleasing people?

Competency: Team Building
Pre Assessment
Rate yourself in the following proficiencies.
10 being an expert, 1 being totally unfamiliar

- Demonstrate a servant hearted spirit in the way you lead a team _____
- Unify a team around a common purpose _____
- Know and utilize the unique strengths of the individuals of your team _____
- Provide constructive feedback that makes the members of your team better _____
- Build your team members' trust in each other _____

Defining a Team

A team is a small number of people with complementary skills who are committed to a common purpose, set of performance goals, and approach, for which they hold themselves mutually accountable. Which element of a team do you like best, and why? What aspect of leading a team raises the biggest challenge for you?

Having a title doesn't necessarily make you the leader. What does it take to lead a team?

A Dysfunctional Team

If you are leading a team that is not hitting it's goals or is generally dysfunctional, ask yourself what is blocking health in the team? In his book "The Five Dysfunctions of a Team", author Patrick Lencioni identifies what generally holds teams back.

- Is there an absence of trust?
- Is there fear of conflict?
- Is there a lack of commitment?
- Is there avoidance of accountability?
- Is there inattention to results?

How to Build a Healthy Team Culture

- Have clarity of purpose- Does your team know the vision of the church? Do they know how their role moves the vision forward?
- Connect relationally- Is there genuine connection with team members? Do you know their family, work, interests, hobbies, etc?
- Meet as a team- Do you have a plan to connect with your team on a regular basis? Have you communicated that with your team?
- Empower others- Have you given away ministry, or have you done it all yourself?
- Give feedback- Do you give feedback in real time, both positive and negative? How do you give your team feedback?
- Develop Leaders- Are you continuing to develop people on your team? Who have you identified that could do your job with excellence?