

Session Ten: Steps for Team Building

Overview:

This session will primarily focus on how to use a tool for developing teams. As you prepare for this session, become familiar with the Six Steps for Team Building. Create a number of examples using the template below. You may also want to work with a couple of people to help them develop a team. This template is also available under the Team Section on the website.

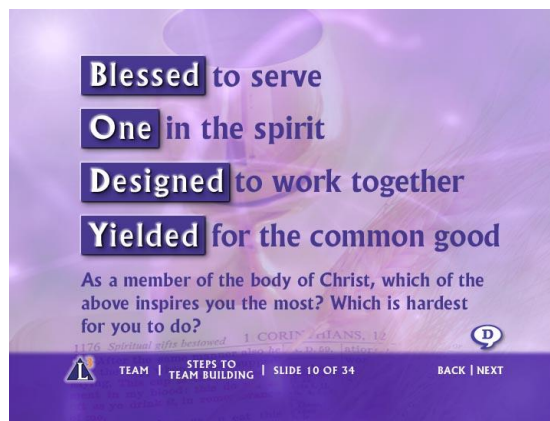
This tool is primarily for building strategic teams that work together long-term.

Session Setup:

- One guidebook for each person
- A copy of the DVD "Coach Carter"
- DVD player hooked up to a TV or LCD
- Projector with screen
- Flip chart with paper and markers or a large white board or chalkboard to take notes for everyone to see
- Comfortable room with tables and chairs setup in an oval or u-shape so you can see each other
- As people enter, have music from the DVD playing "Love For Sure."

L1 Love: Incubate Your Heart & Formation Que

As you begin, use slide 2 to show the group where it is in the process and slide 4 to remind people of the expectations of the Incubator.



Principle: Using I Corinthians 12, you will talk about what it means to be the body of Christ.

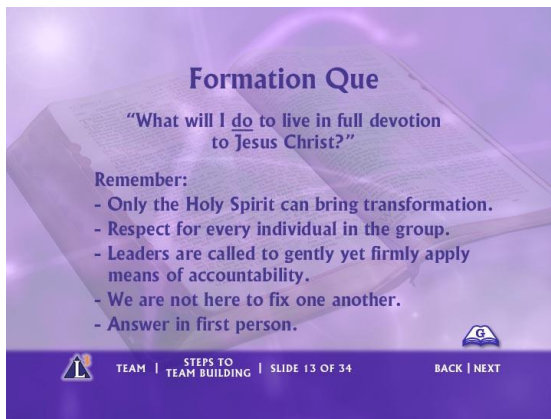
Share: As you talk about these four aspects of being part of the Body of Christ, talk about ways that you have lived these out, or talk about people you know who are great examples of each one.

Facilitate: Scroll through slides 5–10 as you talk about the Body of Christ. Ask the group to discuss the questions on slide 10. You may divide participants into groups of two to do this. *Keep your Incubate Your Heart Session to about 20 minutes to allow more discussion time during the Key Concept time.*



Principle: Love calls us to move beyond ourselves into grace, service, and leadership. Without love our work is in vain. The marks of love (love is patient, love is kind...) shape our life together as the body of Christ. Although we may never see the total picture, the love of God fills us with hope as we move into God's future.

Facilitate: Before playing *Love for Sure*, read 1 Corinthians 13. You might consider reading it from a version that most people are unfamiliar with, like *The Message*, as a way for them to hear it for the first time. After reading the scripture, play *Love for Sure*.



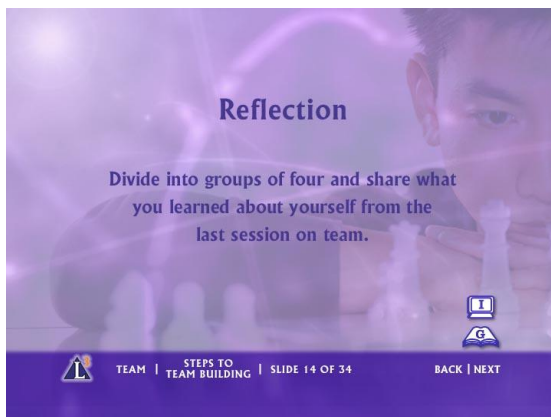
Principle: The Formation Que (question) is a covenantal question that all L³ Incubator participants agree to answer and be accountable to each time the Incubator meets. The question each person is asked to respond to is: "What I will do to live in full devotion to Jesus Christ?"

Before starting the Formation Que, review the basic ground rules that are on the slide. Remind participants to answer in the first person.

As people share, they first will be asked to talk about how they did with the items they talked about the last time. Consult your list (the notes you took on page 49 in the guidebook) as they share. Some may need to be reminded what they said. Invite them to start a new list on page 53.

Facilitate: You have ninety minutes for this time. As people get used to doing this, it is easy to lose track of time. If you have twelve people in your group, each person only has seven-and-a-half minutes to share. There will be times when someone needs more time. Your job will be to keep things moving and allow everyone time to share.

L²: Learn: Reflection & Key Concept



Facilitate: As you do your reflection time, divide the Incubator into groups of four and share what they learned about the importance of being part of a team. Have the groups refer to their assignment from the last session that is found on page 51 in the L³ Leadership Guidebook. Invite them to take notes on page 58.

Video: Coach Carter starring Samuel L. Jackson

Use the movie "Coach Carter" as a way to summarize the concepts of accountability, short-term goals vs. long-term goals, and the role of leadership in a team. Be sure to check you movie-licensing agreement. Go to www.gbod.org and the worship section to read about copyright issues related to showing movies.

The movie "Coach Carter" is the true story of a businessman who was a star basketball player at Richmond High School in the 1970's. As an adult, he was asked to coach the team. The first time he met with the team he gave them a contract to sign. They were to get a 2.3 grade point average, call each other "Sir," be present at every class, and sit in the front row. Each player and his parents signed the contract. After going undefeated, he created controversy when he locked his team out of the gym and canceled games because his team did not live up to their agreement to keep a 2.3 grade point average. Even though the state had a minimum of 2.0 to stay in athletics, Coach Carter believed they would have a better chance at an athletic scholarship if they had a 2.3 average.

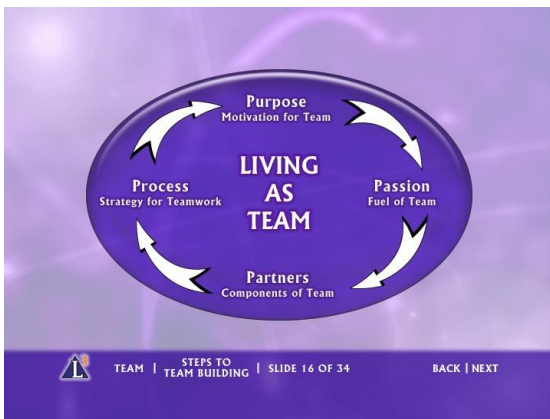
In preparation, go to Special Features on the DVD and watch the interview of Coach Carter. If you have time, you might want to show this as well. Note the results of what happened with his team.

Using the DVD version of the movies, go to scene selection and play *Scene 14: Report to the Library* to *Scene 19: Progress*. Stop when he says, "Gentlemen, its time to play ball."

Set up the video by telling the group that this is a true story. The players had just won a basketball tournament and were undefeated. While on the road the team had snuck out of the hotel and went to a party. After finding them Coach Carter is taking them home.

After the movie ask these questions:

1. What does it mean to be a team?
2. What does it mean to be accountable?
3. What were the reactions by those outside of the team to the change they were trying to make?
4. How can short-term successes stop long-term improvement?
5. What does it take to move to transformation?
6. What is the role of leadership?



Principle: A team is a group of interdependent individuals who live in symphony with one another to create exceptional results. There are four aspects of team to build upon: Purpose, Passion, Partners, and Process.

Facilitate: As you show this, remind participants what you covered in the last session about being a team.

The slide has a purple background with a glowing orb. The title 'Getting Started' is at the top. Below it is the sub-heading 'Team misconceptions'. A list of three items follows: '- Are sluggish and hard to steer', '- Micromanagement is normal and good', and '- Everyone has to do the same thing'. At the bottom, there is a navigation bar with a logo, the text 'TEAM | STEPS TO TEAM BUILDING | SLIDE 17 OF 34', and 'BACK | NEXT'.

Principle: here are three assumptions that can make teams ineffective. *Number 1: they slow down the work and they are hard to control.* In fact, a great team can work quickly by being on the same page and having the same focus.

Number 2: micromanagement is normal and good; someone needs to check-off every little thing that is done. Instead, when each team member has a well-defined assignment, they have decision making within their area of work. If there is a spirit of trust, then it's the big things that need to be checked off as the team moves forward.

Number 3: when everyone does the same thing it means everyone is copying the leader. A great leader needs a diverse group of people with different skills to compliment each other.

Facilitate: As you share these three, ask if there are any other dynamics that prohibit good teamwork.

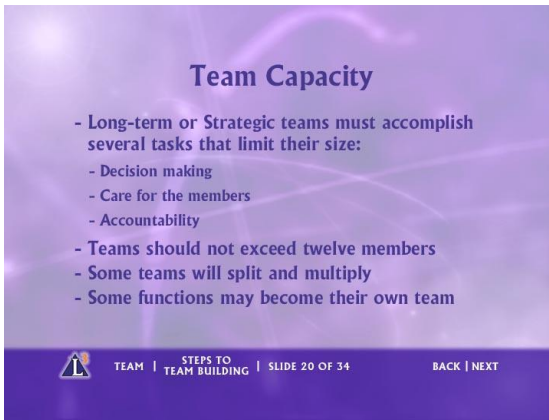
The slide has a purple background with a glowing orb. The title 'Getting Started' is at the top. Below it is the sub-heading 'Different types of teams' followed by a list: '- Short-term - Tactical' and '- Long-term - Strategic'. Below that is the sub-heading 'Biblical imagery for strategic teams' followed by a list: '- The Body, Biblical Community' and sub-points: 'Trust', 'Ability to make decisions', 'Small group vulnerability', 'Noticeable personal growth', and 'Ability to learn and evaluate'. At the bottom, there is a navigation bar with a logo, the text 'TEAM | STEPS TO TEAM BUILDING | SLIDE 18 OF 34', and 'BACK | NEXT'.

Principle: There are two basic types of teams. First, there are short-term teams whose main purpose is tactical. Their main goal is to solve a specific problem such as, "Should we repair the organ or replace it with an electronic keyboard?" The team would meet for a month or so to collect the data, talk to the musicians, set-up some demonstrations of different options, make their decision, and disband. Once the organ is repaired or the electronic keyboard is installed, their work is done.

A long-term team has a different role; it is strategic. Its role is to look at the whole system and develop long-term strategies. This addresses a critical change in thinking. Ministries are always going to run into roadblocks. One approach is to put together a team or committee to address each roadblock as it arises. Once a solution is found, the work is done. But guess what? In another couple of months, another problem arises. Another team or committee is created and they work on a solution. The problem with this approach is that someone needs to see how these roadblocks are related. Did the previous solution cause the current problem? Is there a problem with the people involved? If we continue on the same track, can we anticipate what will happen next? Are we using our time, talent, and money wisely? A long-term team will look at the overall picture and design Ministry Action Plans to move the ministry forward.

Facilitate: Talk about the difference between short-term teams and long-term teams. Talk about aspects of Biblical Community that enhance a team's ability to work together.

Facilitate: Use slide 19 to go over the assumptions that guide the work of long-term strategic teams.



Facilitate: Go over this list about team capacity. A lead team can have a group of teams working under it.

Principle: Teach your Incubator the Six Steps to Team Building:

1. What are we trying to accomplish? What is the hoped-for outcome?
2. Name your team.
3. Identify the functions needed to operate your team. A function is a specific task that has to be performed to accomplish the overall goal.
4. Draw the team diagram (see slide 26 and 27).
5. Identify who needs to be on your team. Instead of starting out by saying this person or that person has to be on the team, identify functions first. Then you may focus on accomplishing the overall purpose of the team.
6. Select the names for each of the areas that would complement that part of the ministry. The goal is to discover the right people to accomplish the specific functions.

Facilitate: Refer people to the L3 Leadership Guidebook, where they will find a listing of the steps on pages 54 and 55. Print the Team Development Template found on the website to give them a picture of what you are working towards.



Scroll through slides 21 to 30 as you go over the steps. Remember, you can have from three to seven circles with each circle representing a specific function. Before you practice (see slide 30) do at least one example with the group on a white board or flip chart. Divide the group into fours and ask them to develop an evangelism team. Give the groups twenty minutes and have them come back and share their results. The goal is to help them learn the tool.

Principle: Slides 31 and 32 give some helpful suggestions related to starting team. Slide 31 points to the importance of creating Incubator-like environments that have at their heart the building of a covenant, establishing community spiritual disciplines, and developing a Ministry Action plan. Slide 32 talks about New Team Cautions. Be sure to set regular times. Expect it to take a few times for members to establish the calendar and to make it a priority to show up. As you hold each other accountable, help people say “no” to other activities.



Facilitate: Go over the assignment with the goal of getting participants to use the tool and share at least one picture of their team at the next session.

End in prayer.