



5 - DYNAMIC TEAMS

The power of God's people in unity.

SUGGESTED READING

1. Fearfully and Wonderfully Made by Philip Yancey and Paul Brand
2. The 17 Indisputable Laws of Teamwork by John C. Maxwell
3. The Five Dysfunctions of a Team by Patrick Lencioni

KEY SCRIPTURES

1. Leviticus 26:3-8 *Five of you will chase a hundred, and a hundred of you will chase ten thousand...* (Deuteronomy 32:30-43)
2. Nehemiah 2:18 *I also told them about the gracious hand of my God on me and what the king had said to me. They replied, "Let us start rebuilding." So they began this good work.*
3. 1 Samuel 14:1-23 *The story of Jonathan and his armor bearer working in complete unity.*
4. Psalm 133:1-6 *How good and pleasant it is when brothers live together in unity! ...For there the LORD bestows his blessing, even life forevermore.* (Philippians 2:2)
5. Acts 2:1-4 *When the day of Pentecost came, they were all together in one place. Suddenly a sound like the blowing of a violent wind came from heaven and filled the whole house where they were sitting...*

THE CHALLENGE OF BUILDING STRONG TEAMS

The following is an adaptation of the book, The Five Dysfunctions of a Team, by Patrick Lencioni.

"The founder of a company that grew to a billion dollars in annual revenue, best expressed the power of teamwork, 'If you could get all the people in an organization rowing in the same direction, you could dominate any industry, in any market, against any competition, at any time.'"

"For all the attention that it has received over the years, teamwork is as elusive as it has ever been. Because they are made up of imperfect human beings, teams are inherently dysfunctional. But, building a strong team is possible, remarkably simple but painfully difficult."

"Teamwork comes down to mastering behaviors that are theoretically uncomplicated, but extremely difficult to put into practice. Success comes by overcoming the behavioral tendencies that corrupt teams and breed dysfunctional politics within them."



TEAMWORK IS A COORDINATED EFFORT DIRECTED TOWARD A COMMON GOAL.

HEALTHY, EFFECTIVE TEAMS

Alone we can do so little; together we can do so much. — Helen Keller

1. The basis for a great team: Matthew 7:12 *Here is a simple, rule-of-thumb guide for behavior: Ask yourself what you want people to do for you, then grab the initiative and do it for them.* (The Message Bible)
 - A. When he took time to help the man up the mountain, he scaled it himself. — Tibetan Proverb
2. Team members _____ one another.
 - A. They admit weaknesses and mistakes and accept questions and instruction about their area of responsibility.
 - B. They focus time and energy on important issues, not politics.
 - C. **Negative team dynamics:**
 - Absence of trust among team members essentially stems from their unwillingness to be vulnerable within the group. They will not genuinely open with one another about their mistakes and weaknesses making it impossible to build a foundation for trust.
 - D. **The leader's role:** Demonstrate vulnerability first and create an environment where honest failure is accepted and used as instruction.
 - Jesus telling Peter he would deny Him three times, Luke 22:34; Peter denies Jesus three times, Mark 14:66-72; Jesus restoring Peter, John 21:15-17.
3. Team members engage in healthy, _____ around ideas.
 - A. They extract ideas from other team members and solve real problems quickly.
 - B. They do not quietly hold on to offenses, but strive to bring true resolution (win/win).

- C. Together they risk and take advantage of opportunities.
- D. **Negative team dynamics:**
 - The failure to build trust sets the tone for the fear of conflict. They resort to shallow discussions and guarded comments.
- E. **The leader's role:** Demonstrate restraint when members of the team engage in conflict. Guide and allow resolution to come naturally by those engaged in conflict. Do not allow the feelings of the few to ignite the rest of the team members.
 - In Matthew 20:20-28 Jesus instructs the disciples who are arguing about who will sit on Jesus right and left hand.

4. Team members hold one another _____ for the success of the team.

- A. They ensure that poor performers feel the importance to improve and hold one another to a high standard of achievement.
- B. **Negative team dynamics:**
 - Because of a lack of real commitment and ownership, team members develop an avoidance of accountability. Without committing to a clear plan of action, even the most focused and driven people often hesitate to call their peers on actions and behaviors that seem counterproductive to the good of the team.
- C. **The leader's role:** Model personal accountability to the team members and the vision and goal of the team. Communicate quickly when team members begin to back off relationally or from their responsibility.
 - Paul in prison furthers the Gospel, Philippians 1:12-18 .

5. Team members focus on the achievement of the _____.

- A. They involve achievement oriented people.
- B. They minimize individualistic behavior.
- C. They avoid distractions.
- D. **Negative team dynamics:**
 - Inattention to results occurs when team members put their individual needs (ego, career development, or recognition) above the collective goals of the team.
- E. **The leader's role:** Set a focus on the absolute importance of achieving the desired results.
 - In Numbers 14:6-9 we read about Caleb and Joshua silencing the Israelites and pleading with them to focus on believing God to possess the Promised Land.

6. Team members _____ when they accomplish the goal.

- A. In the celebration, debrief the team by sharing what worked, what did not and where future changes are necessary.



A WORD ABOUT DELEGATING

Suggested reading: If You Want It Done Right, You Don't Have to Do It Yourself! by Donna Genett

Acts 6:1-7 *...Brothers, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them and will give our attention to prayer and the ministry of the word." This proposal pleased the whole group. They chose Stephen, a man full of faith and of the Holy Spirit; also Philip, Prochorus, Nicanor, Timon, Parmenas, and Nicolas from Antioch, a convert to Judaism. They presented these men to the apostles, who prayed and laid their hands on them. So the word of God spread. The number of disciples in Jerusalem increased rapidly, and a large number of priests became obedient to the faith.*

If you want to do a few small things right, do them yourself. If you want to do great things, learn to delegate. — John C. Maxwell

Surround yourself with the best people you can find, delegate authority, and don't interfere as long as the policy you've decided upon is being carried out. — Ronald Reagan

1. Delegation is the partnership of _____ to another person to carry out specific activities.
2. Prepare to delegate. Pick the team and match the people to the task(s).
3. Define the authority he or she is to use with the task. Three levels include:
 - A. The authority to recommend.
 - B. The authority to research and select the best course of action.
 - C. The authority to act.
4. Clearly define the tasks to be delegated.
5. Clearly outline the time frame in which the task(s) must be completed.
6. Conclude the delegation process with a debriefing. Discuss what went well, what could have been improved and what has been learned.

PASSING THE BATON

1. Jesus gave us "the baton" when He ascended into Heaven. The disciples took that baton and the Gospel reached far beyond their own land in their lifetime.
2. We have that baton today and, we too, are excepted to carry that baton and pass it on to those we train, equip and release into ministry.



- A. Matthew 28:18-20 *Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."*
- B. Suggested reading: The Leadership Baton: An Intentional Strategy for Developing Leaders in Your Church by Rowland Forman, Jeff Jones and Bruce Miller

ANSWER THE FOLLOWING QUESTIONS...

Use this as the journaling assignment.

1. Read the attached letter from Tammy Dunahoo, Foursquare General Supervisor, on the importance of Leadership Development.
2. We tend to reward those "who do things." What if we adjusted church culture and began to reward those who "empower other people to do things"?
 - A. How would we begin?
 - B. What would be your part as a change agent?
3. Who are the emerging leaders in our church and how are they being developed?
4. What if Discipleship and Leadership Development (developing God's people through our Discipleship Institute) became the "operating system" of Christian Life Center?
 - A. What would the future of Christian Life Center look like?

ANSWERS LESSON 5

trust

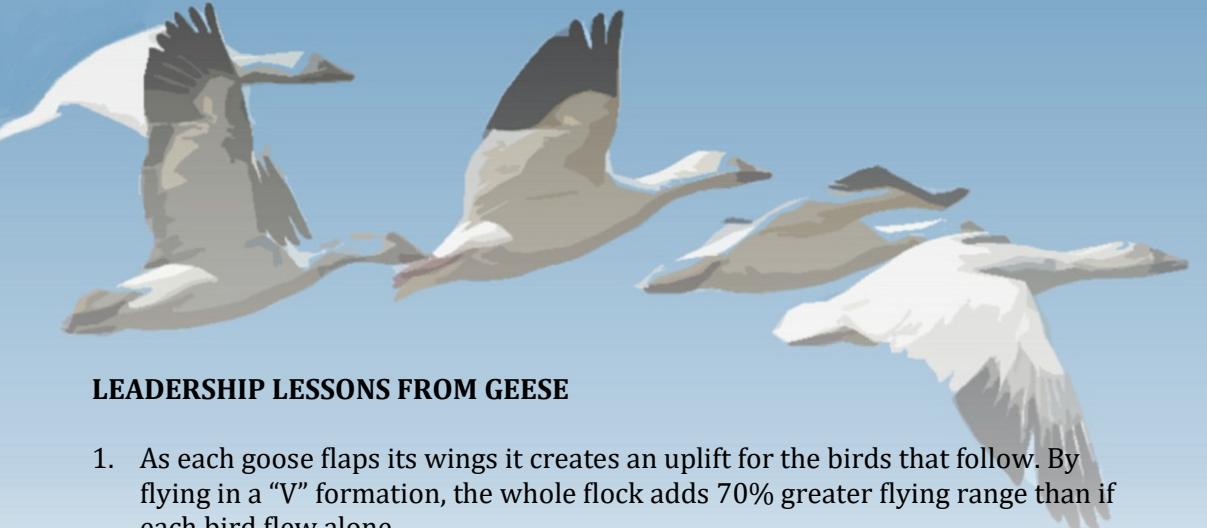
conflict

accountable

group

celebrate

authority and responsibility



LEADERSHIP LESSONS FROM GEESE

1. As each goose flaps its wings it creates an uplift for the birds that follow. By flying in a "V" formation, the whole flock adds 70% greater flying range than if each bird flew alone.

Lesson: People who share a common direction can get where they are going quicker and easier because they are traveling on the thrust of one another. This is called synergy, the interaction of multiple elements to produce an effect different from and greater than the sum of their individual effects. The term comes from the Greek words meaning to working together.
2. When a goose falls out of formation, it feels the drag and resistance of flying alone. It quickly moves back into formation to take full advantage of the lifting power of the bird in front of it.

Lesson: We are personally benefitted if we stay in formation with those headed where we want to go. Accept their help and give our help to others.
3. When the lead goose tires, it rotates back into the formation and another goose flies to the point position.

Lesson: It pays to take turns doing the hard tasks and sharing some of the leadership. As with geese, people are interdependent on each others' skills, capabilities, and unique arrangements of gifts, talents, or resources.
4. Geese flying in formation honk to encourage those up front to keep up their speed.

Lesson: We need to make sure our honking is encouraging. In groups where there is encouragement, the production is much greater.
5. When a goose gets sick, wounded, or shot down, two geese drop out of formation and follow it down to help protect it. They stay with it until it dies or is able to fly again. Then, they launch out with another formation or catch up with the flock.

Lesson: If we have as much sense as geese, we will stand by each other in difficult times as well as when we are strong.



Christian Life Center Institute
LEADERSHIP DEVELOPMENT

WEEKLY JOURNAL Ephesians 5:16 ...redeeming the time...

Check ✓ each box as you do the activity for that day.

Name _____ Date _____

My accountability partner(s) _____

ACTIVITY	SAT	SUN	MON	TUE	WED	THU	FRI
Personal prayer time							
Bible reading and journaling							
Lesson reading							
Fasting							
Scripture memorization							
Sunday AM and Wednesday PM services							
Accountability meeting							
Volunteer service (Describe)							

HOMEWORK

1. Study lesson 5 on Dynamic Teams
2. Answer the questions on page 5 (Journal your thoughts)
3. Memorize Acts 2:1-2
4. Do the weekly time sheet
5. Connect with your accountability group
6. Bring a finger food to share next week