

The Dynamics of Team Building

I. A "Team Spirit"

Concept #1: "Two is better than one"

Ecl. 4:9 Two are better than one, because they have a good reward for their toil. 10 For if they fall, one will lift up the other; but woe to one who is alone and falls and does not have another to help. 11 Again, if two lie together, they keep warm; but how can one keep warm alone? 12 And though one might prevail against another, two will withstand one. A threefold cord is not quickly broken.

Concept #2: "Positive Pluralism"

1Cor. 12:14 Indeed, the body does not consist of one member but of many. 15 If the foot would say, "Because I am not a hand, I do not belong to the body," that would not make it any less a part of the body. 16 And if the ear would say, "Because I am not an eye, I do not belong to the body," that would not make it any less a part of the body. 17 If the whole body were an eye, where would the hearing be? If the whole body were hearing, where would the sense of smell be? 18 But as it is, God arranged the members in the body, each one of them, as he chose. 19 If all were a single member, where would the body be? 20 As it is, there are many members, yet one body. 21 The eye cannot say to the hand, "I have no need of you," nor again the head to the feet, "I have no need of you." 22 On the contrary, the members of the body that seem to be weaker are indispensable, 23 and those members of the body that we think less honorable we clothe with greater honor, and our less respectable members are treated with greater respect; 24 whereas our more respectable members do not need this. But God has so arranged the body, giving the greater honor to the inferior member, 25 that there may be no dissension within the body, but the members may have the same care for one another. 26 If one member suffers, all suffer together with it; if one member is honored, all rejoice together with it. 27 Now you are the body of Christ and individually members of it.

Therefore, We must recognize and utilize the advantages of a "team spirit"

*Advantages: The team helps people accomplish more than they could working individually
(In most cases, both in quantity and quality)*

1. Added resources: (Time, creativity, energy, talents, etc.)
2. Added stability: (larger net)
3. Leadership development:

Qualification: The Biblical integrity of role specific duties.

Rom. 12:3 For by the grace given to me I say to everyone among you not to think of yourself more highly than you ought to think, but to think with sober judgment, each according to the measure of faith that God has assigned. 4 For as in one body we have many members, and not all the members have the same function, 5 so we, who are many, are one body in Christ, and individually we are members one of another. 6 We have gifts that differ according to the grace given to us: prophecy, in proportion to faith; 7 ministry, in ministering; the teacher, in teaching; 8 the exhorter, in exhortation; the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness.

II. A Team Plan

Concept #1: A Common Purpose

A purpose that genuinely represent what is common to the whole team.

Concept #2: Understanding the Difference between Goals and Vision (Desires)

1. Goals are within your control while visions are not.

Vision (desires): To have 10 people in my service team

Goal: An established plan for recruitment...

2. You must learn to work toward your Goals and Pray for Your Desires

Prov. 16:9 *The human mind plans the way, but the LORD directs the steps.*

This approach reminds us that the outcome of your service ultimately rests with God!

Concept #3: Strategies that Facilitate

III. A Team Distribution of Responsibilities

Concept #1: Delegation consist of transferring responsibility from one person or group to another within a broader scheme of accountability

1. *Transfer*: Think "4 steps"

- a. Observation
- b. Participation
- c. Supervision
- d. Delegation

2. **Responsibility:** Think "graduate"-- as much given as relative to as much mastered.
3. **Authority:** In so far as is necessary to act on responsibility and not so much as to usurp another's responsibility.
4. **Accountability:** So as to keep larger team goals in tack, upper level leadership is necessary.

Concept #2: Principled Delegation:

1. When delegation enables each "calling" to concentrate on its "gift"
2. When delegation increases productivity.
3. When delegation serves to develop leadership.
4. When delegation facilitates creativity within an organizational framework rather than an independant framework.
5. When delegation stimulates individual motivation and commitment to organization.

Concept #3: The Need for Role specific delegation:

1. Distinguish between positive and negative team role players so as to but time and energy towards the "promotion of " the positive team players."
- Positive: Production and Maintenance roles

Organizer
Data collector
Facilitators
Evaluators

Negative: anti-team roles

Dominators
Blockers
Attention seekers
Avoiders

Concept #4: Overcoming the Unnecessary Obstacles

(Unreasonable reasons most "managers" don't delegate)

1. "The job will not be done the way I would do it."

Response:

- a. You are right, and as long as this is true, your ultimate "vision" is limited to your time, abilities and creativities.
- b. Could represents the lack of an existing process in leadership development.

E.g. A great hindrance to delegation is FOM absolutism-- i.e. absolutizing "my way" of doing things that is related to my gift mix. We must trust others to find ways to accomplish goals given their unique mix of strength. We must be slow to judge that because FOR ME to do something a given way would have a wrong effect does not mean for someone else to do it that way is to have the wrong effect.

2. "They lack adequate training to perform the job well."

Response: "The manager who says he cannot delegate because his people lack training is admitting he should delegate in order to train them."

3. People are frustrated--

Response:

- a. Perhaps this is because there are too many Indians and not enough chiefs-- it is true that often times what is needed is greater leadership so as to organize better and divide up tasks in bite sized chunks...

Step One-- Discern what is a realistic "task"

Step Two-- Recruit a task leader and give clear goals and instructions

Step Three-- Empower task leader so as to recruit his/her team and devise a strategy for doing the task...

Conclusion: