



# Traits of a Healthy Team Ministry

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What are the practices that lead to healthy team ministry in congregations. Come with your ministry partner (or come alone) to discover ways to strengthen the serving that you do together. The time spent will be a mix of presentation and participation that will provide some tools to take home for further implementation.



Staff relations begin to show signs of strain.

# Wayne Cordeiro's Image Doing Church as Team



# Patrick Lencioni

## The Five Dysfunctions of a Team

- Comes from business but no stranger to church
- Teaches and writes through story/fable-similar to “The Servant” by James Hunter
- Dysfunction
- Provides tools
- Invites application
- Simple / Hard



# Dysfunction #1

## Absence of Trust



- This occurs when team members are reluctant to be vulnerable with one another, and are thus unwilling to admit their mistakes, acknowledge their weaknesses or ask for help. Without a certain comfort level among team members, a foundation of trust is impossible.
- aka: Invulnerability
- Biblical examples?
- **Positive statement: Trust one another**

# Dysfunction #2

## Fear of Conflict



- Trust is critical because without it, teams are unlikely to engage in unfiltered, passionate debate about key issues. This creates two problems. First, stifling conflict actually increases the likelihood of destructive, back channel sniping. Second, it leads to sub-optimal decision-making because the team is not benefiting from the true ideas and perspectives of its members.
- aka: Artificial Harmony
- Biblical examples?
- **Positive statement: Engage in unfiltered conflict about ideas**

# Dysfunction #3

## Lack of Commitment



- Without conflict, it is extremely difficult for team members to truly commit to decisions because they don't feel that they are part of the decision. This often creates an environment of ambiguity and confusion in an organization, leading to frustration among employees, especially top performers.
- aka: Ambiguity
- Biblical examples?
- **Positive statement: Commit to decisions and plans of action**

# Dysfunction #4

## Avoid Accountability



- When teams don't commit to a clear plan of action, peer-to-peer accountability suffers greatly. Even the most focused and driven individuals will hesitate to call their peers on counterproductive actions and behaviours if they believe those actions and behaviours were never agreed upon in the first place.
- aka: Low Standards
- Biblical examples?
- **Positive statement: Hold one another accountable for delivering according to plan**

# Dysfunction #5

## Inattention to Results



- When team members are not holding one another accountable, they increase the likelihood that individual ego and recognition will become more important than collective team results. When this occurs, the business (*read ministry*) suffers and the team starts to unravel.
- aka: Status and Ego
- Biblical examples?
- **Positive statement: Focus on the achievement of collective results**

# Team Assessment

- Let's do a sampler 15 questions (p. 192-194)
  - Administer
  - Score
  - Discuss
- The Full Assessment 38 questions
- Sample Team Assessment Report
  - <http://www.tablegroup.com/dysfunctions/Sample%20Team%20Assessment%20Report.pdf>
  - Not a pass/fail report card but a baseline from which to grow

# Two Important Questions

Q #1 Are we really a team?

- Small in number
- Share common goals
- Share in mutual responsibility & accountability
- Share in challenges and rewards of serving

OR

- are we simply a collection of people who report to the same manager and have little interdependence or mutual accountability?

## Q#2 Are we ready to do some heavy lifting?

- Investment vs spending
  - Communication
    - Intentional and scheduled
    - Spontaneous and happenstance
  - \$\$
  - Emotional energy
  - Time
  - Shared Scripture & Prayer
- team**WORK**

# How can task force help you invest?

- Point you to resources
  - Lencioni book and accompanying resources—lots of specific suggestions
  - CUCA library is yours. search “team”
- If you are willing to invest we can facilitate
  - MBTI assessment and processing
  - Facilitate personal sharing that builds trust
  - Five Dysfunctions assessment and processing
  - Experiential exercises and processing



# Interested?

Call Harry Haberstock

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# What will you do to invest?

- It's not a rhetorical question
- You can't do everything but you can do one thing.
- Write down a goal for yourself/your team
  - Specific
  - Measurable
  - Attainable
  - Realistic
  - Time bound

# My Image

## Doing Church as Team

