

Leadership 301

Lesson Five

Developing a Winning Team

This lesson belongs to: _____

Lesson Five

Developing a Winning Team

Key Verse: *“Now it came to pass in those days that He went out to the mountain to pray, and continued all night in prayer to God. And when it was day, He called His disciples to Himself; and from them He chose twelve whom He also named apostles.”* Luke 6:12-13 (NKJV)

Purpose: The purpose of this lesson is to help the disciple/leader discover the basic principles involved in establishing a “winning team.”

1. Winning teams have leaders who operate with a _____ concept.
 - a. God never calls one man or woman to do the work all alone.
 - b. One individual can never accomplish alone what a dedicated and highly motivated team of individuals can accomplish.
 - c. God always gives leaders a vision that is too big to accomplish without the involvement of others.
 - d. Winning leaders know that they must build a winning team to fulfill the vision given to them.

2. A winning team is composed of _____.
 - a. Team players are those who _____ and _____ under the team concept.
 - b. Team players place the best interests of the team above their own.
 - c. Team players willingly submit _____ and _____.
 - d. Team players believe that the value of the success of the team is greater than their own.
 - e. Team players are not satisfied with their own success until the team has experienced success.
 - f. Winning leaders know that “home grown” leaders are usually better team players than “free agents.” [Major League baseball teams draft players from two sources: 1) “farm teams” or Minor Leagues where character and talent can be scouted, developed, and tested and 2) from “free agents” who are independent talents who usually demonstrate more concern for their own success than for the future of the team.]
 - 1) They know his _____ and he knows theirs.
 - 2) They are more _____.
 - 3) They demonstrate a _____ to the team over their own agenda.

3. A winning team is composed of people who _____ for each other.
 - a. 1 Corinthians 12:25 (NKJV) *“The members should have the same care for one another.”*
 - b. Care involves _____.
 - 1) No bonding, no building.
 - 2) People often bond in relationship by spending time together outside the ministry context.
 - 3) Bond intentionally by building relationships with those you do not know very well.
 - c. Care involves _____.
 - d. Care involves _____.
 - e. Care involves _____.
 - f. Care involves _____.

- g. Care involves _____.
4. A winning team understands their team _____.
- a. Team members need to know how they “win.”
- 1) In sports winning is a matter of scoring. The team with the most points wins. Everything else such as blocking, tackling, punting, passing, running, catching, coaching, etc. are *tools* to be used to accomplish this purpose.
 - 2) In ministry our purpose is to do the will of God and to finish His works (John 4:34). Everything else is simply a means to that end.
 - 3) When a team knows its team purpose, the _____ of the players about themselves and each other will automatically adjust.
 - 4) Team members who do not know their team purpose will be ineffective as a team player and weaken the team.
5. A winning team _____ with one another.
- a. The strength of a team is found in their ability to accomplish more by working together than by working alone. To work with others, there must be communication.
- 1) The builders of Babel could not finish building because of an inability to communicate.
- b. A lack of communication results in:
- 1) _____.
 - 2) Working without valuable _____.
 - 3) Working _____ one another.
 - 4) Leaving important work _____.
 - 5) _____ of work.
- c. Leaders must create a threat-free environment where team members can communicate.
- 1) _____
 - 2) _____
 - 3) _____
 - 4) _____
 - 5) _____
 - 6) _____
 - 7) _____
6. A winning team takes time to _____.
- a. _____
 - b. _____
 - c. _____
 - d. _____
 - e. _____
 - f. _____
 - g. _____

- h. _____
7. A winning team _____ as a team together.
- a. They develop common shared _____.
 - b. They grow through times of _____.
 - c. Ways to grow together as a team:
 - 1) Let veterans mentor rookies.
 - 2) Learn from one another.
 - 3) Train together.
 - 4) Pray together.
 - 5) Work on projects and assignments together.
 - 6) Send delegations to conferences and seminars to learn and then share with the group.
8. A winning team knows how every member _____ together.
- a. They recognize that everyone on the team is important.
 - b. They realize that every person is important but not every person will be treated the same.
 - 1) Some people by nature of their character, gifts, and position will have more visible and active roles on the team. [Example: The quarterback, running back, or wide receiver on a football team will receive more attention than others on the team.]
 - 2) Good leaders will use God-gifted people to enhance the performance of the team while not failing to give honor to those who are less visible but nonetheless important.
 - a) 1 Corinthians 12:23 (NKJV) *“And those members of the body which we think to be less honorable, on these we bestow greater honor.”*
 - c. They esteem one another as partners.
 - d. They recognize one another’s strengths and weaknesses.
 - e. They appreciate one another’s unique gifts and qualities.
 - f. They respect one another in the Lord.
 - g. They complement one another in their contribution.
 - h. They work together as a single unit.
 - i. They develop a team identity and personality.
9. A winning team works at maintaining _____ relationships.
- a. The team is only as strong as the _____ relationship.
 - b. A healthy team identifies and solves problems in relationships quickly.
10. A winning team is the result of effective _____.
- a. No one can do everything. Leaders are limited by _____, _____, _____, and _____. Delegation solves this problem.
 - b. Coaches understand their most important job is not to play the game, but to recruit, train, and empower their team.
 - c. “Delegation is the most important tool leaders have; it increases their individual productivity as well as the productivity of their department or organization. . .The other benefit of delegation is that it increases the initiative of the people within the organization because it gives them a chance to grow and accustom themselves to succeeding.” [John Maxwell, *Developing the Leaders Around You*, (Thomas Nelson Publishers, Nashville, 1995)]
 - d. Nine reasons why some leaders fail to delegate [John Maxwell, *Developing the leaders around you*, (Thomas Nelson Publishing, Nashville, 1995)]
 - 1) _____: The fear that others will think that delegating will mean shirking responsibility.
 - 2) Lack of _____ in others.
 - 3) Lack of ability to _____ others.

- 4) Personal _____ of the task.
 - 5) _____.
 - 6) Inability to _____ someone else to do it.
 - 7) Reluctance caused by past _____.
 - 8) Lack of _____ to train someone else.
 - 9) An _____ mind-set.
- e. Principles of delegation
- 1) Determine your _____ and _____ as a leader.
 - 2) Determine what you can _____ to others.
 - 3) Determine the _____ for the job.
 - 4) Determine the _____. What do you want them to do? Write it down for your sake and theirs. It is unfair to expect others do a job that has not been defined.
 - 5) Search for the right _____.
 - a) Pray and allow God to guide you. (Luke 6:12-13)
 - b) Prove (test) them first. Credibility, faithfulness, and integrity are the essentials of leadership. Do not give into pressure to delegate prematurely. This saves everyone a load of headaches, frustration, and embarrassment.
 - i. Are they committed?
 - ii. Are they qualified?
 - iii. Are they willing?
 - iv. Are they able?
 - v. Are they faithful?
 - vi. Are they teachable?
 - vii. Are they accountable?
 - viii. Are they a team player?
 - 6) _____ them for the job.
 - 7) Give them smaller _____ - _____ tasks at the beginning (day, week, month, etc.). This way you can evaluate their performance and still back out or slow down at the end of that time frame if they are not ready. *This step alone will save you a lot of headaches and misunderstandings in the delicate proving time involved in delegation.*
 - 8) When they are proven, _____ them to succeed. One of the most frustrating things delegated authorities deal with is to be given a job without the recognition, authority, and resources to carry it out.
 - 9) Make them _____ to report results and problems directly to you.
 - 10) _____ and _____ their role before others.
 - 11) Do not _____ the principle of delegated authority. Do not let people under them “jump rank” and bring things back to you. Do not reassume the duties you delegated. Work with the person until they do the job right.
 - 12) Realize that no matter how hard you try to choose the right people for the job, you will sometimes make a mistake. Keep delegating anyway.
 - 13) Realize that the people whom you delegate will often make mistakes. Remember the mistakes you made.

11. A winning team maintains a mastery of the _____.
- a. Many successful teams lose their edge when they begin to focus on new things and fail to be proficient at the basics.
- 1) Football basics: Blocking, tackling, passing, catching, etc.
 - 2) Basketball basics: Dribbling, free shots, lay ups, passing, etc.
 - 2) Christian basics: Prayer, Bible study, witness, discipleship, service, etc.
12. A winning team is always striving to _____ themselves.
- a. They do not keep their eyes on past _____ but on the possibility of even greater _____.
13. A winning team seeks to raise up the next winning team of _____.
- a. They keep up a good “bench” of up-and-coming leaders who can:
- 1) Ease the load of frontline leaders
 - 2) Give depth to the team
 - 3) Replace existing leaders
 - 4) Give flexibility of skill and talent
 - 5) Give a break to existing leaders
 - 6) Build on the team heritage
 - 7) Add fresh insights for the next generation
14. A winning team is willing to _____ to win.