

Building High-Impact Teams Webinar
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Steve Sonderman

Michael Jordan, “Individuals win games. Teams win championships”

Seen throughout the bible:

- A. Jesus is our example
- B. Nehemiah – chapter 3
- C. Paul is an example
- D. The Billy Graham Ministry Team

1. Building the Team: Assemble with Care

“Greatness starts with great people. Don’t be afraid to recruit people who are better than you and who can do what you cannot do.”

—Nancy Beach, Leadership Summit

A. Identifying Potential Team Members

- Character – I Samuel 16:7, I Timothy 3, Titus
- Competency
- Chemistry
- Capacity

B. How to recruit People to the Team –

- Pray them out – Matthew 9:37-38
- Develop a relationship with them
- Meet them one-on-one
- Share a job description
- Ask for a commitment

Leadership Principle: Nothing gets done for the Kingdom of God without an ask. Leaders are forever praying and asking others to join them in the work.

II. Becoming a Team

A. Determine Your Mission: What hill are you going to climb?

Exodus 18:13-27 – Example of Moses and Jethro

“Every great team thinks they are on a mission from God.”

—Warren Benis, Organizing Genius

Have to be able to answer two questions:

- What are we going to do?
- Why are we going to do it?

- We are calling people to a vision; not to ourselves. The vision will outlive us.
- People want to be a part of something bigger than themselves.
- We have the single most compelling vision in the history of the world.

“The mission has to be clear and simple. It has to be bigger than any one person’s capacity. It has to lift people’s vision. It has to be something that makes each person feel that he or she can make a difference – that each one can say, I have not lived in vain.”

--Peter Drucker

Some guidelines for Developing a Vision Statement

- No more than a single sentence long
- Easily understood by a 12-year-old
- Recited by memory

Leadership Principle – People want to be a part of something bigger than themselves.

B. Train your team

“Never ask a person to do anything you are unwilling to train him to do.”

1. Through one-on-one meetings
2. Through small groups –
3. Through your team meetings –
4. Books and Podcasts – Listen, Watch or Read something

5. Outside seminars

C. Delegation: Give the ministry away

1. Transfer Ownership – things, projects, people
 - What has to be done
 - When it will be done.
 - Who will help
2. Release your Leaders
3. Stay in touch with your leaders

Leadership Principle – Real leadership gets excited about seeing others succeed.

Questions to work through:

1. What is the greatest challenge you face in developing teams?
2. Does each of the teams you lead have a clear and concise purpose statement?
What needs to be done to see that they do?
3. What is the greatest hindrance to your giving away more responsibility?
4. Am I setting my leaders up for failure or success and why?
5. How could our team better maximize the gifts of everyone on the team?

Recommended Resources:

The Ideal Team Member, by Patrick Lencioni

The Five Dysfunctions of a Team, by Patrick Lencioni

Pursuing God's Will Together, by Ruth Haley Burton

Extreme Dreams Depend on Teams, by Pat Williams

Extreme Ownership, by Jocko Willink and Leif Babin

Church Unique, by Will Mancini

Podcasts on teams by Craig Groeschel and Andy Stanley