

Flourishing Teams Session 2 - Handout

A quick recap

Aim of these equips

- To equip and enable us all to help build healthy, motivated and resilient Jesus centred, Spirit led teams in Living Hope and beyond.

Our 3 foundations

All 4 sessions of this Flourishing Teams Equip are based on 3 core biblical principles. They are woven from beginning to end in what we will do.

1. Practicing Honour

- 1 Peter 2v17: Honour everyone: love the brotherhood, fear God, Honour the king.

2. Renewing of our minds

- Romans 12v2: Do not be conformed to this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what is the good, pleasing, and perfect will of God.

3. Living in the light

- 1 John 1v7: But if we are living in the light, as God is in the light, then we have fellowship with each other, and the blood of Jesus, his Son, cleanses us from all sin.

Our focus (and where we focused in Equip 1):

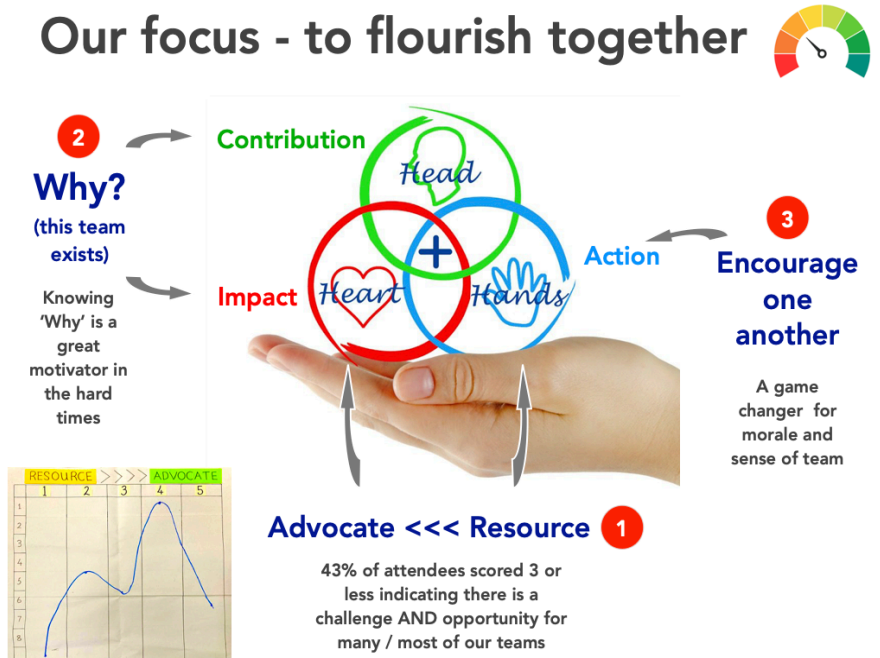
Equip 1: Focused on mainly our hearts and minds

In our first Equip session we reminded ourselves that:

- **Flourishing teams**
= deliver, achieve or influence
> the sum of their parts

We then asked ourselves if how we view **ourselves** likely helps or hinders our team doing this? (Resource vs Advocate session)

We then explored how we might help ourselves and others see themselves **more as Advocates** rather than resources (Why and Encouragement sessions).



Equip 2: when things go wrong...how to break the cycle?

To answer this question we explore 3 key questions...

1. Teams - Why things go wrong?

Most things in life don't just go wrong, they usually go wrong for a reason and that reason is most commonly as a result of either:

- **bad choices** or
- **poor decisions**

Genesis 3 v1-6 recounts the first 'avoidable' accident in history and one that cast its shadow over all that followed. In this account there were at least 5 very bad choices / decisions made by Adam and Eve.

We should therefore be wise to that fact that as descendants of Adam and Eve we too have a tendency towards similar failings.

Anatomy of an accident...

most accidents are caused as a result of a series of **bad choices** and /or **decisions**



2.: Teams - how to stop avoidable 'accidents' happening? aka having Uncomfortable Conversations

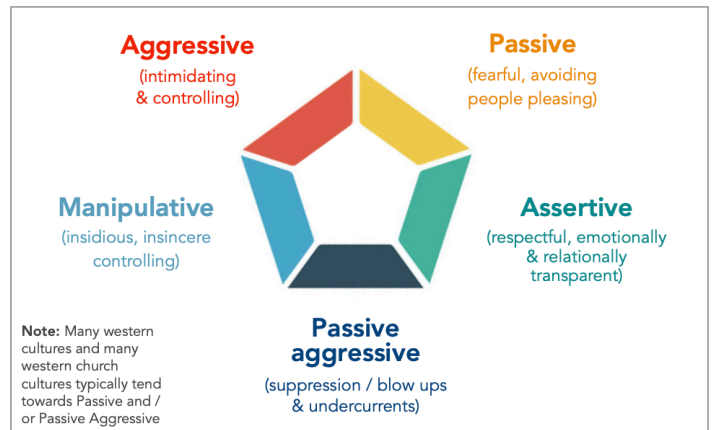
Are we getting in our own way?

How we typically communicate with others can provide an insight into how we need to pray and prepare in advance of any 'uncomfortable' conversation.

For most of us our cultural and family models may have predisposed us to either a **Passive** or **Passive / Aggressive** approach - neither of which inclines our hearts and minds towards a constructive 'uncomfortable' conversation.

Asking the Holy Spirit to help us see our blind spots and allowing Him to minister to them, is a foundational aspect of growing in capability and confidence in this area.

Knowing our default communication style can help us pray and prepare well for an uncomfortable conversation



How do we best prepare for & have an uncomfortable conversation?

Very few of us look forward to uncomfortable conversations - preparing well provides us and the other person the best opportunity to have constructive conversation.

This preparation involves:

- **Prayer** - first and foremost
- Then **SHOP** with a particular emphasis on our heart and attitude
- In the conversation we are respectful and honouring as we share **FBI**.

When we are facing an uncomfortable conversation...first **Pray**... then **SHOP - FBI**

Before

- S** - Safety
- H** - Heart
- O** - Outcome
- P** - Present

During

- F** - Feelings
- B** - Behaviour
- I** - Impact




How can we prepare well?


The most significant and influential things we can do in advance of any uncomfortable conversation is to:

- **Pray** and
- **Prepare**

The table opposite provides an overview of some of the key things to consider and pray about in advance of the conversation.




Our **heart attitude** and the **timeliness** of having the uncomfortable conversation are likely to be two of the critical factors influencing a positive or negative outcome.

Because uncomfortable conversations are..   
uncomfortable, preparing well is always beneficial

Before 		Aspects to consider	Watchouts - to deal with
S	Safety	<ul style="list-style-type: none"> • Tee it up well • Appropriate location • Timing of conversation 	<ul style="list-style-type: none"> • Forcing / avoiding the conversation • 'Wrong' location
H	Heart	<ul style="list-style-type: none"> • Repent / forgive • 'Benefit of the doubt' • Keep short accounts 	<ul style="list-style-type: none"> • Psalm 139v23-24 - Judgement - Unforgiveness
O	Outcome	<ul style="list-style-type: none"> • Clarity on what you'd like to be different • How will you change? 	<ul style="list-style-type: none"> • Not thinking about this! • Just saying your bit
P	Present	<ul style="list-style-type: none"> • How to avoid distractions • How to listen well • How to avoid 'reacting' 	<ul style="list-style-type: none"> • Being ill prepared • Busyness • Being 'task' focused

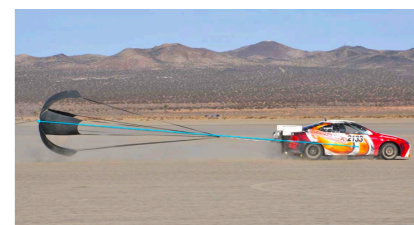
3. Teams - looking back to fast forward? aka what's holding us back

How being aware of what's behind is often a key to effective and harmonious progress

It's wise to occasionally check in the rear view mirror   

As creatures of habit most of us can fall into routines of just doing things. Compound this tendency with a 'time poor' lifestyle and it is hardly surprising that many of our teams often fail to spend much or any time 'looking backwards' to see what's:

- **holding us back** or
- **about to run us down!**



...because often we don't realise something is holding us back

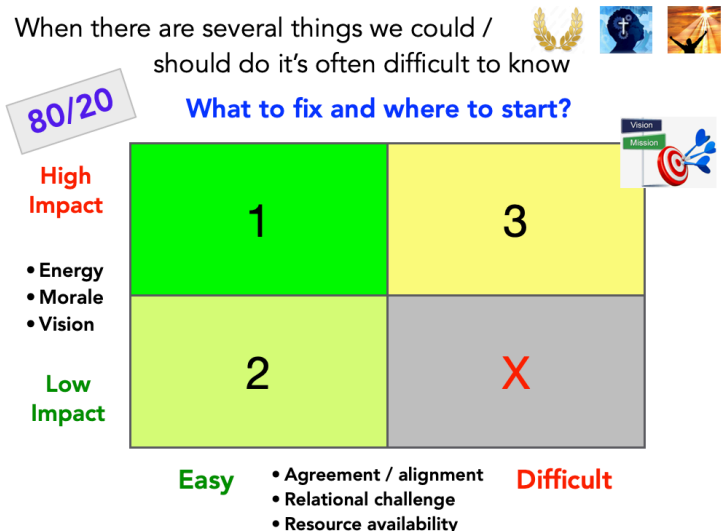
So what to do and where to start?

Fact: There will always be more that could be done than there is time or resource to do. Therefore decisions about how you use this time and resource is very important.

So how much time should you commit to looking behind and fixing what you find?

- As a guide - the **80/20 Pareto Principle** (80% forward focus and 20% rear focus - to learn and correct) can be a useful start point

Once you have identified 'what's behind', the matrix opposite provides a simple way to help organise and prioritise these things



Close out and Homework

The evening closed with everyone invited to do some more **Homework?!**

1. During your quiet time - ask the Holy Spirit to search your heart to show you if there is anyone He desires you to have an uncomfortable conversation with?
2. Choose to set aside time (in the near future) as a team to identify, discuss and prioritise addressing what's in the 'rear view mirror', to enable you to fast forward from where you are.

LIVINGHOPE

Flourishing Teams

Session 2: Teams - when things go wrong...
how to break the cycle

An invitation to step into the uncomfortable