

# Flourishing Teams Session 3 - 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.

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

### 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**

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



#### 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 an uncomfortable conversation are key

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

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

# Equip 3: Teams - building momentum...and then keeping it

To address this question we explored 2 key aspects...

## 1. Teams - how to stop avoidable 'accidents'? or having Uncomfortable Conversations (conclusion)

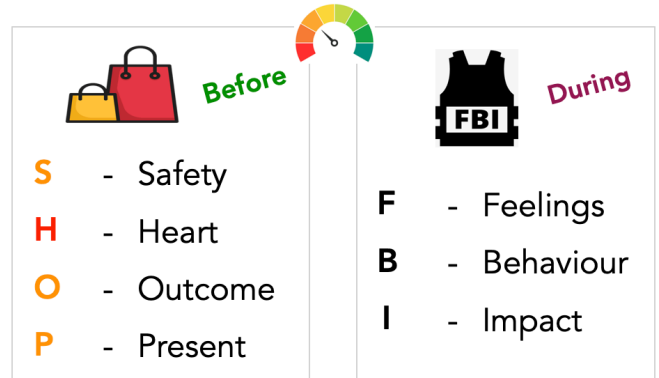
### Having a constructive 'uncomfortable' conversation requires courage

Once we have prepared well for our uncomfortable conversation - the challenge is that we then have to have the conversation.

Simon Sinek provided us with a simple way of sharing what we need to say in a transparent, honest and respectful way.

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

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



**Biblical context:** Examples where we can see Jesus' approach and heart, where SHOP (John 4 v1-42, Jesus and the woman and the well) and SHOP-FBI (Luke 22 v31-34, Peter's denial of and return to Jesus prophesied).

## 2. Teams - the power of slow

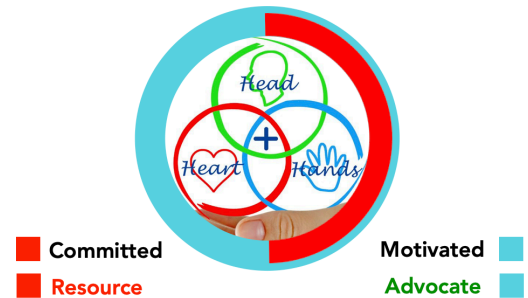
### The challenge every team faces - at some point

**Fact:** Every team goes through tough times, some come through them well and grow as a result - some sadly don't. Things tend not to go wrong all of a sudden, but rather frustration, disappointment and relational fracture happens over time.

Addressing any of these issues requires courage and sensitivity but understanding that the underlying problem is likely to be a heart or **motivation** issue not a **commitment** issue will be key in helping the team navigate these difficult times.

The challenge for every team...over time

To keep **hearts engaged** and **not just hands doing**



### How being aware of team 'habits' and defaults can help move things forward

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 to understand:

- what's **holding us back** or
- what can **pull / push us forward**

**Consideration** - not addressing what's holding us back (whether of the hands, head or heart) will ultimately cause frustration and a tendency of moving away from being an **Advocate** for the team to simply seeing ourself as a **Resource**

ii. Developing habits that help (by addressing the ones that don't)

Holding us back	My team	Pulling / pushing us forward
<ul style="list-style-type: none"> <li>• It's frustrating but it's just the way it is...</li> <li>• It's not working but I don't know where to start to fix it</li> </ul>	<b>Hands</b>  Ways of working	<ul style="list-style-type: none"> <li>• We regularly 'check in' &amp; review how we are doing / feeling</li> <li>• We change things if we need to</li> <li>• I know who can help me</li> </ul>
<ul style="list-style-type: none"> <li>• I think I'm doing ok and someone will tell me if I'm not</li> <li>• I do what I've always done</li> <li>• I'm too busy</li> </ul>	<b>Head</b>  Priorities & focus	<ul style="list-style-type: none"> <li>• We know the positive impact our team has in Douglas AM</li> <li>• I/we know what is important and what I can let go</li> </ul>
<ul style="list-style-type: none"> <li>• I don't know what..</li> <li>- my key contribution is to 'us'</li> <li>- the team's key contribution is</li> <li>• I don't feel valued/encouraged</li> </ul>	<b>Heart</b>  Motivation & alignment	<ul style="list-style-type: none"> <li>• We know how our team contributes to our Douglas AM family vision</li> <li>• We look out for each other - we leave no-one behind</li> </ul>

## 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 it. Therefore decisions about how you use the team's time and resource is very important.

### A few tips to consider:

- **Start** by trying to free up some time. Look to identify a frustration or blocker that has moderate to high impact and is easy to address
- **Then** look for something of the heart that will help align and motivate the team - e.g agreeing the team 'Why' or Vision.
- **Although** you probably won't have time or resource to address any high impact & difficult areas, do keep an eye on them and talk about how you mitigate them.

### The practicalities - a simple approach

Opposite is a simple process to help a team identify the team blockers or **resistors** along with the **empowerers**.

This simple approach can be used as an aid to help make a start on removing the resistors that are often a frustration and can over time, dampen our heart motivation and sense of commitment to the team.

The aim is ultimately to nurture and gain people's hearts - do that and their hands will follow. Be practical, specific and don't be afraid to take your time.

### Staying on course - keeping hands, head and heart engaged and flourishing

Ultimately it's very difficult to learn and grow if we only run and do. Taking time to slow down before we start and particularly after we have done something, can be hugely beneficial to the team to help reinforce the good and address the not so good. To do this you can:

- **Identify** - what (really) needs doing
- **Plan** - how to do it well (can be simple)
- **Do** - just do it
- **Review** - this is basis for improvement and learning individually and as a team.

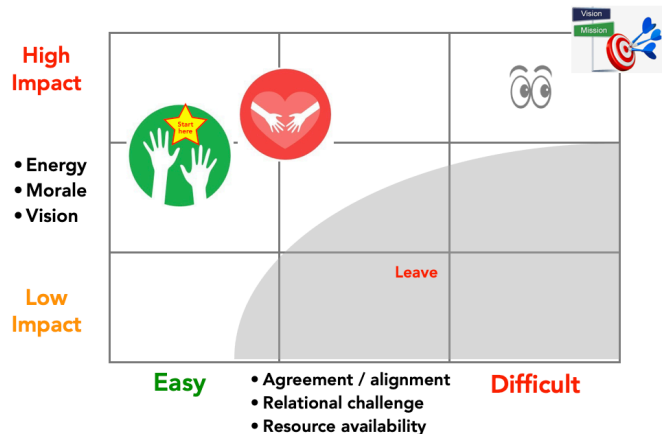
**Biblical context:** Mark 6 v31-32.

## Close out and Homework

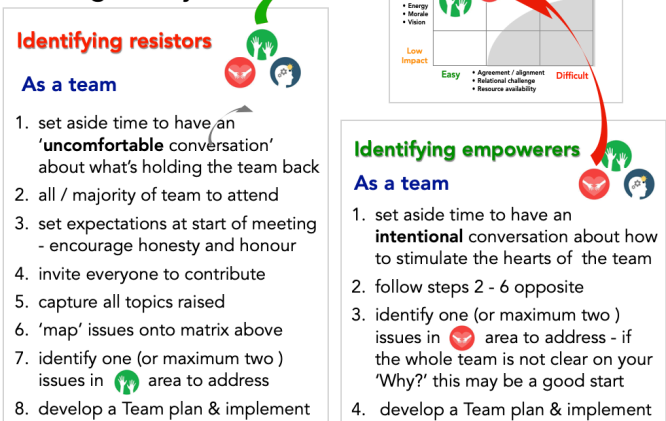
Everyone was invited to set up and have regular team meetings to nurture the **Foundations** and **Practice** that can underpin and sustain a **Flourishing Team** (see slide above).

iii. Making a start...

by making it easy - being focused

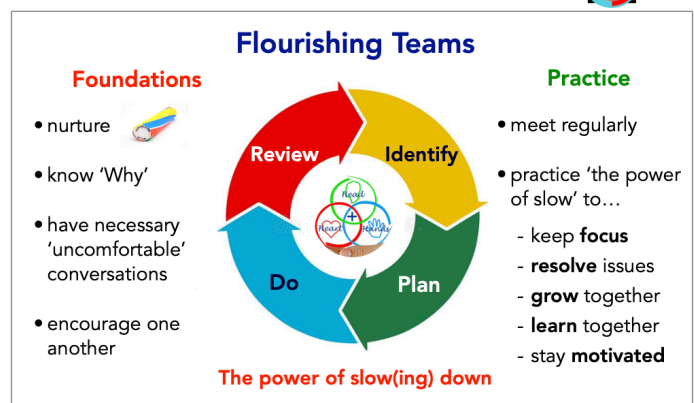


iii. Making a start...by making it easy



iv. Staying on course

keeping hearts and hands aligned



# LIVINGHOPE

## Flourishing Teams

### Session 3: Teams - building momentum... and then keeping it

An invitation to consider doing things a bit differently to stay motivated and on course