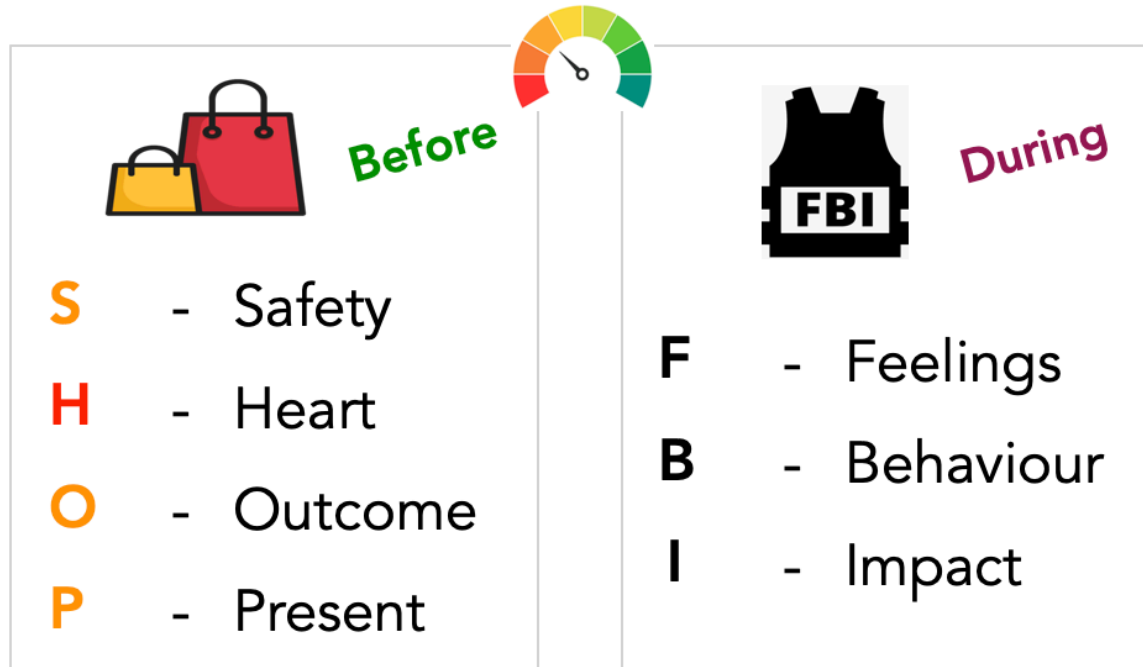


Tool 2: Preparing for & having 'Uncomfortable Conversations'

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



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
H	Heart	<ul style="list-style-type: none"> • Psalm 139v23-24 - Judgement - Unforgiveness
O	Outcome	<ul style="list-style-type: none"> • Not thinking about this! • Just saying your bit
P	Present	<ul style="list-style-type: none"> • Being ill prepared • Busyness • Being 'task' focused

Tool 3: Prompts for 1 thing to fix & 1 things to focus on

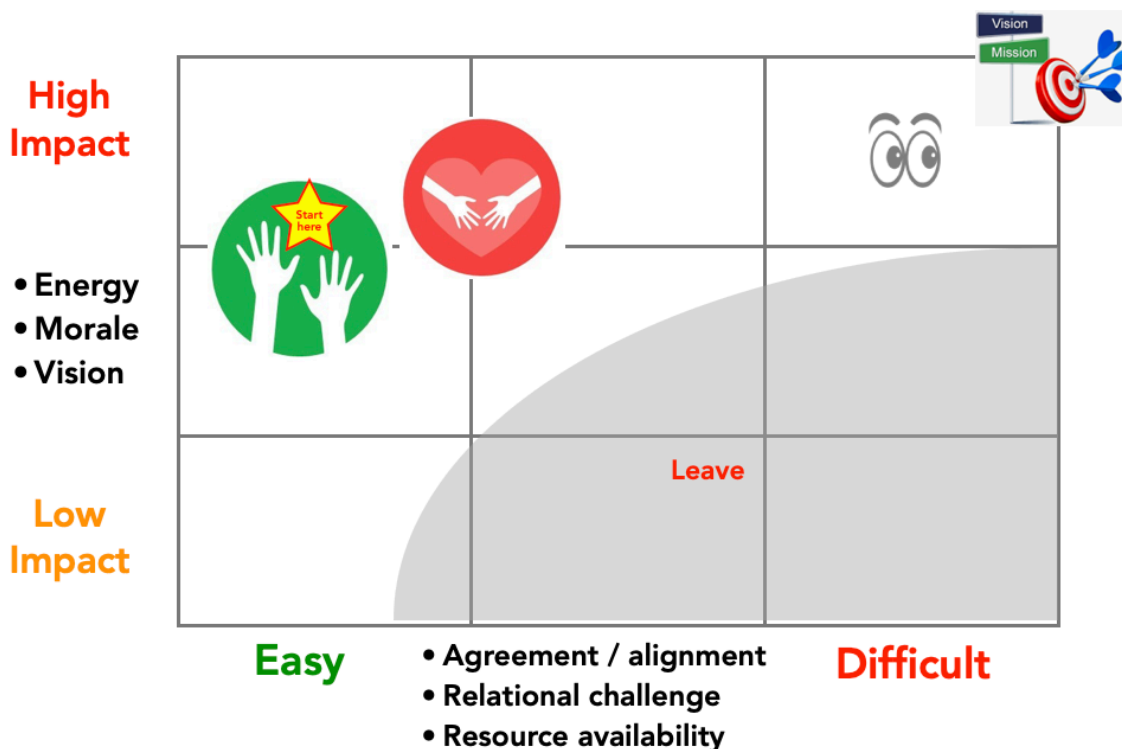
ii. Developing habits that help
(by addressing the ones that don't)



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

Tool 4: Choosing the 1 thing to fix & 1 things to focus on

iii. Making a start...
by making it easy - being focused



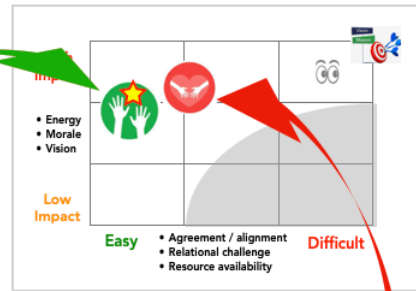
Tool 5: A way to identify your **one thing to fix** & **one to focus on**

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

Identifying resistors

As a team

1. set aside time to have an 'uncomfortable conversation' about what's holding the team back
2. all / majority of team to attend
3. set expectations at start of meeting - encourage honesty and honour
4. invite everyone to contribute
5. capture all topics raised
6. 'map' issues onto matrix above
7. identify one (or maximum two) issues in 🙌 area to address
8. develop a Team plan & implement



Identifying empowerers

As a team

1. set aside time to have an **intentional** conversation about how to stimulate the hearts of the team
2. follow steps 2 - 6 opposite
3. identify one (or maximum two) issues in 🙌 area to address - if the whole team is not clear on your 'Why?' this may be a good start
4. develop a Team plan & implement


Tool 6: Identify, plan, do, review - a way to stay on course (& the foundations and practices to help you flourish)

iv. Staying on course
keeping hearts and hands aligned



Flourishing Teams

Foundations

- nurture 
- know 'Why'
- have necessary 'uncomfortable' conversations
- encourage one another



Practice

- meet regularly
- practice 'the power of slow' to...
 - keep **focus**
 - **resolve** issues
 - **grow** together
 - **learn** together
 - stay **motivated**

The power of slow(ing) down

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: on which our flourishing teams and built

Practicing Honour

Honour everyone: love the brotherhood, fear God, honour the king.

1 Peter 2v17

Renewing our minds

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.

Romans 12 v 2

Living in the light

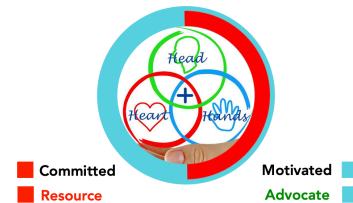
But if we are living in the light, as God is in the light, then we have fellowship with each other, and the blood of Jesus, his Son, cleanses us from all sin.

1 John 1 v 7

Every flourishing team...

Is ultimately made up of individuals who are flourishing. This is achieved and maintained when there is a focus on, and alignment between heads, hearts and hands. This maximises the opportunity for everyone to become a **motivated Advocate** for the team, rather than viewing themselves as purely a **committed Resource**.

The challenge for every team...over time
To keep **hearts engaged** and **not just hands doing**



Tool 1: defining and quantifying our team 'Why'.

Why does this team exist?

...or what is this team's unique contribution / legacy to the body where you are?

Team name: _____ exists to:



To make a unique...

Impact

What has changed or improved because this team exists?

through a shared & intentional...

Contribution

What is the unique contribution this team makes to achieve the desired impact?

Create

- physical things
- systems & processes
- unique environments

Nurture

- intentional atmospheres
- sustainable culture
- intentional relationships