

Flourishing Teams Session 1 - Handout

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 Team's Equip are based on 3 core biblical principles and they are woven from beginning to end through the concepts, practicals and actions that follow.

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.

An invitation:

Above everything else this Equip is an invitation to explore in a slightly different way what Godly, Spirit led teams could look and feel like and maybe help us in a constructive way, view our teams and ourselves differently.

1. Teams - what's the point?

In 2002 John C Maxwell coined the phrase: "Teamwork makes the dream work".

"If you want to go fast - go alone, if you want to go far - go together "

African proverb

Going far - what teams do better...

Genesis 1v1-2:
In the beginning God created the heavens and the earth.



Create

- physical things
- systems & processes
- unique environments



Psalm 91v4:

He will cover you with his feathers. He will shelter you with his wings. His faithful promises are your armour and protection.

Nurture

- intentional atmospheres
- sustainable culture
- intentional relationships

When it all comes together

- **Flourishing Teams** deliver **more than** the sum of their parts
achieve
influence

However - often through no fault of our own our experience of teams is less 'dream like' than Maxwell suggested and has less impact with more ups and downs than would seem ideal.

- So it begs the question - What has got wrong for some maybe most of us?

2.: Teams - what's my part?

Resources and Advocates

We started this session by reviewing where we currently sat on the Resource to Advocate continuum. The results where part of our evening session based on the following definitions and approach.

		Resource			Advocate	
		1	2	3	4	5
Indicators Thinking / feeling • Rota • Repeating • Stress • Unsupported • Under valued? (self & team) • Me • Powerless	1					
	2					
	3					
	4					
	5					
	6					
	7					
	8					
		Key differentiators				
Short term / Immediate Committed		Timeframe Heart Attitude			Long term / legacy Motivated	

3. Teams - time to reimagine?

The known and unknowns in teams and the importance of "Why"

In almost every team, every team member knows "**What**" they are meant to do. However as Simon Sinek shared, there are two other key aspects to becoming a successful team (whatever your definition of success is) these being "**How**" we do what we do that makes this team different and effective and most importantly "**Why**" this team exists in the first place.

Simon shared from his own experience that defining and clarifying "**Why**" your team exists can fundamentally change your perspective (and fulfilment) about the team and what it does.

He suggested that a good “Why” is made up of 2 key components:

- **Contribution**
- **Impact**

We then explored how we might refine or develop a compelling “Why” for our teams using the added dimensions that ‘teams do better’ (than individuals).

- **Create**
- **Nurture**

Combining these 4 components gives us a template to answer the following question:

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

Team name: _____ exists to: _____

Impact
To make a unique...
What has changed or improved because this team exists?

Contribution
through a shared & intentional...
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

By way of an example “Why”

Jamie shared the draft “Why” the new Healing and Deliverance Team exists. This draft is shown below:

Team ‘Why’ and Vision - different but inextricably linked

The big WHY? Draft

The Healing & Deliverance Team exists to...

C Nurture and model faith and expectancy in the Father’s love and power to fully restore, heal and deliver by ministering to and equipping others

I to find and walk in ever increasing healing, wholeness and freedom as a child of God

Vision..it’s all in the word

An aspirational / inspirational picture of a (godly) future that does not yet exist

Vision Draft

To see many walk in ever increasing healing and wholeness as they encounter and experience the Fathers (agape) love and (dunamis) power to set them radially free to live an abundant life to His glory

To finish - a game changer

And let us consider how to spur one another on to love and good deeds. Let us not neglect meeting together, as some have made a habit, but let us **encourage** one another, and all the more as you see the Day approaching.

Hebrews 10 v24-25

Heartfelt encouragement blesses and builds up both parties - the one receiving encouragement and the one who humbles themselves to encourage and build up the other person. Nurture a culture of encouragement within our teams and they **will** change and our attitude to them will also change too.

Close out and Homework!

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

1. If you and your team don’t have a compelling ‘why’ (contribution and impact) or vision (impact) make some time to pray and agree one or both together as a team
2. Commit to actively look for actions, attitudes and behaviours you can commend and encourage in your team members - and start to do it regularly.

LIVINGHOPE

Flourishing Teams

Session 1: Teams - from oh why to oh my!

An invitation to (maybe) view
our teams and ourselves differently