



# Developing a Winning Team

D6 2017 Breakout Session Notes

If you're going to make an impact in families you can't do it alone. You need a winning team and it makes no difference the size of your church. In this session we will discover how to find and develop a winning team!

**Your ministry will grow to the level of your leadership ability. It will center on your strengths and will buckle under your weaknesses.**

## Why do I need a leadership team!

(because I will hold back the ministry I am called to lead)

Our first leadership move is find more leaders who will follow us but only looking for followers is a mistake. Loyal people do not = effective leaders. You need a team of leaders.

People will loyally do poor jobs because you are spread to thin to invest in them.

## What does a leadership team look like?

A Leadership Team is...

*A leadership team is a small group of people who are collectively responsible for achieving a common objective for their organization. - Patrick Lencioni*

Jesus built a team and empowered the team.

*Mark 1:16-20 (ESV)*

*16 Passing alongside the Sea of Galilee, he saw Simon and Andrew the brother of Simon casting a net into the sea, for they were fishermen.*

*17 And Jesus said to them, "Follow me, and I will make you become fishers of men."*

*18 And immediately they left their nets and followed him.*

*19 And going on a little farther, he saw James the son of Zebedee and John his brother, who were in their boat mending the nets.*

*20 And immediately he called them, and they left their father Zebedee in the boat with the hired servants and followed him.*

Jesus was immediately thinking beyond himself when he launched his ministry. You need to think about who will carry on when you are done leading in your current role.

**Lead for the future through a team!**

**When you build a team you can stay healthy and your ministry can get healthy.**

*If you want to grow bigger, you need to structure bigger. - Care Nieuwhof*

*If you want to get healthy, you need a healthy structure - Michael Bayne*

Chasing big leads you to think short term. Chasing healthy leads to processing growth and long term sustainability.

**When you build a team you add influence, gifting, and encouragement to your ministry.**

Look for people outside your current volunteers that are good at what they do outside the church and invite them to leverage their ability in the church.

Look for people who you are afraid to ask and go for it.

Look for people who have strengths you don't have.

Look for people who you enjoy being with.

Look for people with servant hearts.

**When you build a team invest in them first so they can invest in others.**

*The key lesson: humanity and connection are trumping the desire for corporate scale. - Seth Godin, We Are All Weird*

People need to know they are not being used. (burnout and disillusionment follow manipulation)

Your team gets your first thank you.  
Your team gets all the credit.  
Your team gets to celebrate first.  
Your team gets to have access.

**When you build a team you give away real authority and influence.**

*Responsibility without authority only brings frustration and never leaves fruit that remains. You must dare to trust people to represent you well. - Jim Wideman*

You must allow your leaders to make mistakes.  
You must allow your leaders to care for and lead people.  
You must allow your team to have real input into ministry direction.  
You must invite your team into regular evaluation.

## Leading the team to win.

Winning teams are characterized by...

Progress  
Communication  
Trust  
Evaluation  
Celebration

When these things are not happening you may have the wrong team or inherited the wrong team.

Have the courage to empower the right people with authority and move people pulling against you into roles with less influence or onto another team.

Get the right people in the right seats on the bus.