

Leading and Developing a Staff Team

Since there are only a limited number of hours in a day, a leader's impact is most extended by their ability to recruit and develop an outstanding team. How does one choose and motivate the right people, and build a balance of personalities and gifts? How are those people financed, and what needs to be done to keep them motivated and healthy? In this session we will discuss three common paradigms of team building, and explore how only one of them will deliver the long-term results that you, as a leader, need.

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The leader's wish

"We could grow if I just had more..."

...time

...energy

...people

...money

Matt 9:35-38 – Start with prayer

Then...

How do you grow your people resources?

1. Team building is one of your most important skills as a leader

A leader who builds his own capacity adds, but a leader who builds the capacity of his team multiplies.

"None of us is as smart as all of us." --Ken Blanchard

"If you want to go fast, go alone. If you want to go far, go together." – African Proverb

"Teamwork is the fuel that allows common people to attain uncommon results." – Andrew Carnegie

"Talent wins games, but teamwork and intelligence wins championships." – Michael Jordan

“... pray earnestly to the Lord of the harvest to send out laborers into his harvest.”
Matt 9:38

Matt 10 – then act..

2. New team members are not motivated by tasks that need to be done, but by vision that needs to be accomplished.

Until the “why” question is answered, the price is always too high.

Matt 4:19

Matt 10:5-8

Acts 1:8

3. Team building takes focused time, energy and attention

Mark 3:14

Matt 8:8-11

4. The best teams are a healthy balance of the gifts and abilities needed to win the game.

The purpose of a team is to maximize everyone’s strengths and render their weaknesses irrelevant.

<http://findyourlifestyle.com/>

<https://www.16personalities.com/cs>

Eph 4:15-16

5. A leader who cares for his team and creates a healthy team culture is a magnet for gifted and motivated people.

How do you build your team?

There are three common paradigms of leadership

1. Forest leadership

How do you recruit new team members?

How do you equip them?

How do you care for them?

How do you finance them?

How do you solve problems on your team?

How do you motivate and encourage them?

2. Factory leadership

How do you recruit new team members?

How do you equip them?

How do you care for them?

How do you finance them?

How do you solve problems on your team?

How do you motivate and encourage them?

3. Farm leadership

What do you observe as Jesus builds his team?

Transformation

Community

Multiplication

Skill in ministry

Deep commitment

What did he do?

- It seemed random, chaotic, unstructured, but on the other hand he was very purposeful – we can't go to Jerusalem yet, I have many things to tell you but you are not ready to hear them.

- There were no tests, no grades, but the disciples were able to master large amounts of information with both recall and comprehension.

How do you make sense of this?

Matt 13:24 – The kingdom of heaven is like a sower

Matt 13:31 – The kingdom of heaven is like A mustard seed

Matt 18:22 – the parable of the lost sheep

Matt 25:31 – sheep and the goats

John 15- vine and branches

What is true of all of these metaphors?

In the “farm” metaphor, how do you answer these questions:

How do you recruit new team members?

How do you equip them?

How do you care for them?

How do you finance them?

How do you solve problems on your team?

How do you motivate and encourage them?

“The kingdom of heaven is like a grain of mustard seed that a man took and sowed in his field. It is the smallest of all seeds, but when it has grown it is larger than all the garden plants and becomes a tree...”