



# Building a Strong Team

European Leadership Forum 2023

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CEO of ICMDA

# The Bible – God's leadership manual

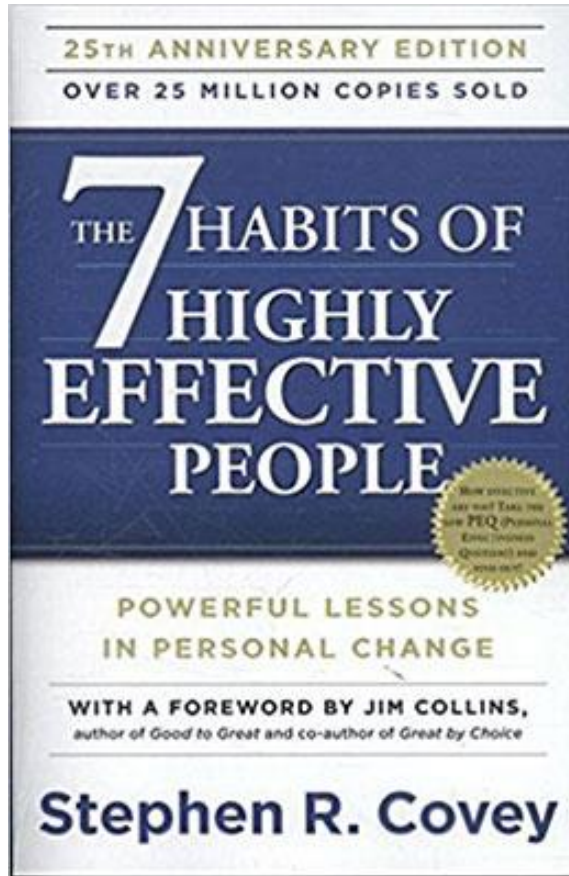
Teaching, rebuking, correcting, training in righteousness  
(2 Timothy 3:16, 17)

Learn from biblical examples and warnings  
(1 Corinthians 10:1-13)

Great examples of team builders  
(Jesus, Moses, David, Solomon, Nehemiah, Paul)

# 1. Be clear on your vision, mission and strategy

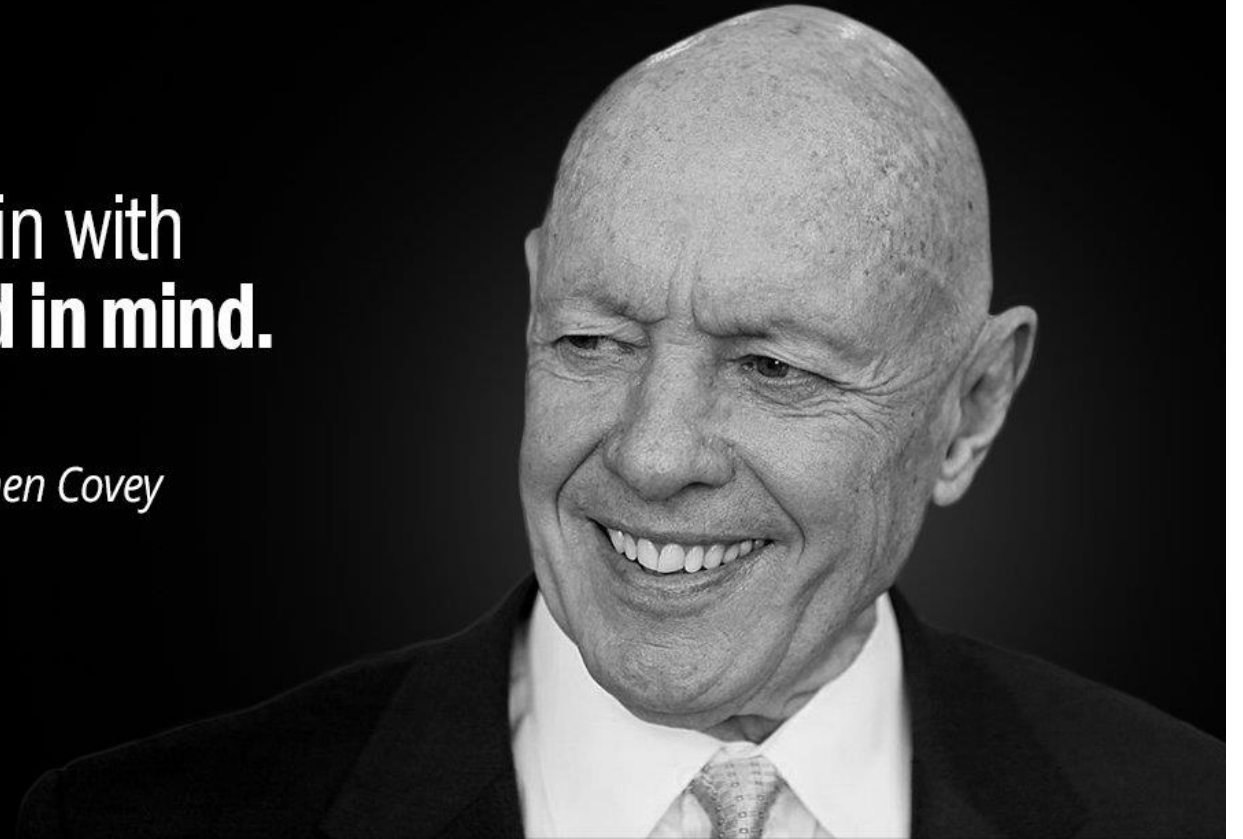
- a. Know your vision, mission and strategy
- b. Have a clear understanding of your goals (Matthew 28:19, 20; Romans 15:20)
- c. Communicate your vision clearly and frequently (Nehemiah 2:17-18)
- d. Recognise you need a strong team to help you achieve it



Begin with  
the **end in mind.**

— *Stephen Covey*

AZ QUOTES



# ICMDA



**Vision:** A Christian witness through doctors and dentists in every community in every nation.

**Mission:** To start and strengthen national movements of Christian doctors and dentists

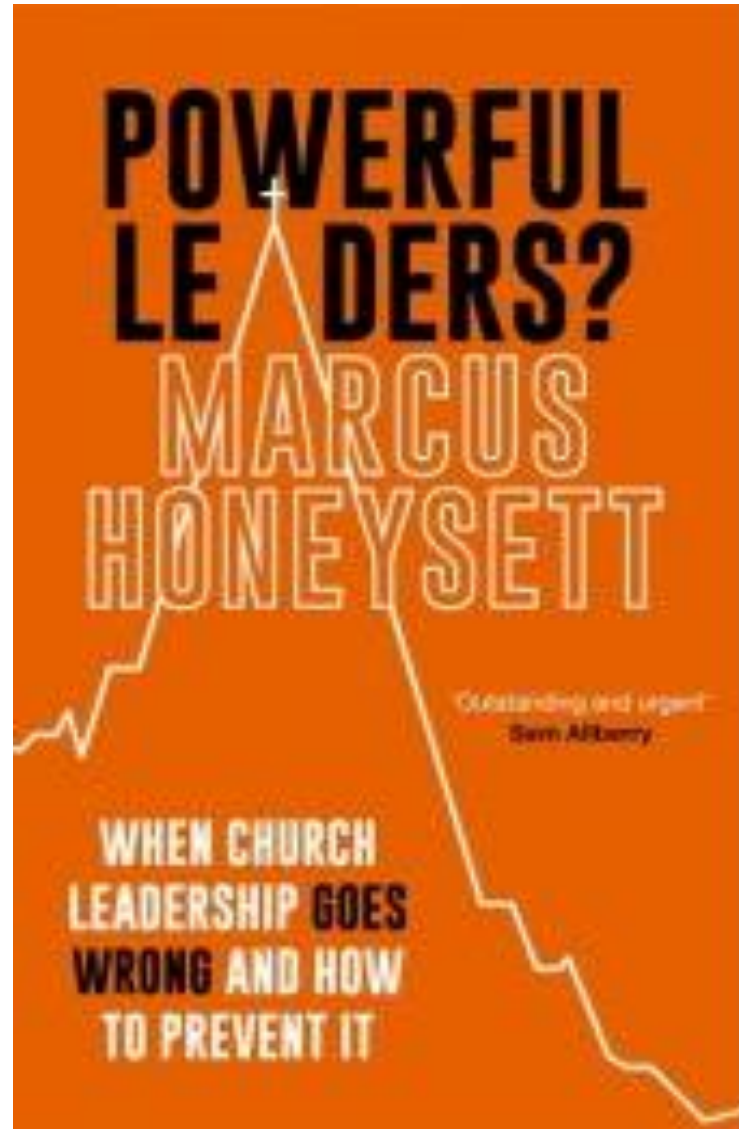
**Strategy:** To train, mentor and develop Christian medical and dental leaders





A  
FALL  
FROM GRACE







*“Watch your thoughts, for they become words.  
Watch your words, for they become actions.  
Watch your actions, for they become habits.  
Watch your habits, for they become character.  
Watch your character, for it becomes your destiny.”*

*- Margaret Thatcher*

# 2. Play to your personal strengths

- a. Know your gifts (Romans 12:6-8; 1 Corinthians 12:4-11)
- b. Know your strengths (Strengths Finder, Myers Briggs etc)
- c. Focus on your calling (Acts 20:24; Philippians 3:13-15; Romans 15:19, 20)
- d. Be constantly learning and developing (the importance of reading and skills)
- e. Surround yourself with people who are strong in areas where you are weak

INTJ

**THE ARCHITECT**  
**IMAGINATIVE**  
**STRATEGIC**  
**PLANNERS**

INTP

**THE LOGICIAN**  
**INNOVATIVE**  
**CURIOUS**  
**LOGICAL**

ENTJ

**THE COMMANDER**  
**BOLD**  
**IMAGINATIVE**  
**STRONG-WILLED**

ENTP

**THE DEBATER**  
**SMART**  
**CURIOUS**  
**INTELLECTUAL**

INFJ

**THE ADVOCATE**  
**QUIET**  
**MYSTICAL**  
**IDEALIST**

INFP

**THE MEDIATOR**  
**POETIC**  
**KIND**  
**ALTRUISTIC**

ENFJ

**THE PROTAGONIST**  
**CHARISMATIC**  
**INSPIRING**  
**NATURAL LEADERS**

ENFP

**THE CAMPAIGNER**  
**ENTHUSIASTIC**  
**CREATIVE**  
**SOCIABLE**

ISTJ

**THE LOGISTICIAN**  
**PRACTICAL**  
**FACT-MINDED**  
**RELIABLE**

ISFJ

**THE DEFENDER**  
**PROTECTIVE**  
**WARM**  
**CARING**

ESTJ

**THE EXECUTIVE**  
**ORGANIZED**  
**PUNCTUAL**  
**LEADER**

ESFJ

**THE CONSUL**  
**CARING**  
**SOCIAL**  
**POPULAR**

ISTP

**THE VIRTUOSO**  
**BOLD**  
**PRACTICAL**  
**EXPERIMENTAL**

ISFP

**THE ADVENTURER**  
**ARTISTIC**  
**CHARMING**  
**EXPLORERS**

ESTP

**THE ENTREPRENEUR**  
**SMART**  
**ENERGETIC**  
**PERCEPTIVE**

ESFP

**THE ENTERTAINER**  
**SPONTANEOUS**  
**ENERGETIC**  
**ENTHUSIASTIC**

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**DON CLIFTON**

Father of Strengths Psychology and  
Inventor of the Clifton StrengthsFinder

# STRENGTHS FINDER **2.0**

**FROM GALLUP**

*Tom Rath*

## Four Domains of Team Strength

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

# 3. Be accountable

- a. Surround yourself with strong leaders (Acts 2:14; 2 Timothy 4:9-13)
- b. Build an effective top team (2 Samuel 8:15-18, 23:8-39; Matthew 17:1-13)
- c. Take painful rebukes from 'critical friends' (Exodus 18:1-27; 2 Samuel 12; Proverbs 27:6)
- d. Be open about your struggles (2 Corinthians 6:3-13; 1 Thessalonians 2:8)

# ICMDA Senior Team

Regional Clusters – Sub-Saharan Africa, Latin America/Eurasia, Asia/Oceania



**Peter Saunders**  
CEO & Acting  
Regional Secretary of  
Europe



**Josh Mills**  
EA to the CEO



**Santhosh  
Mathew**  
Training Coordinator  
& South Asia Regional  
Secretary



**Alex Bolek**  
East Africa Regional  
Secretary



**Jorge  
Patpatian**  
South America  
Regional Secretary



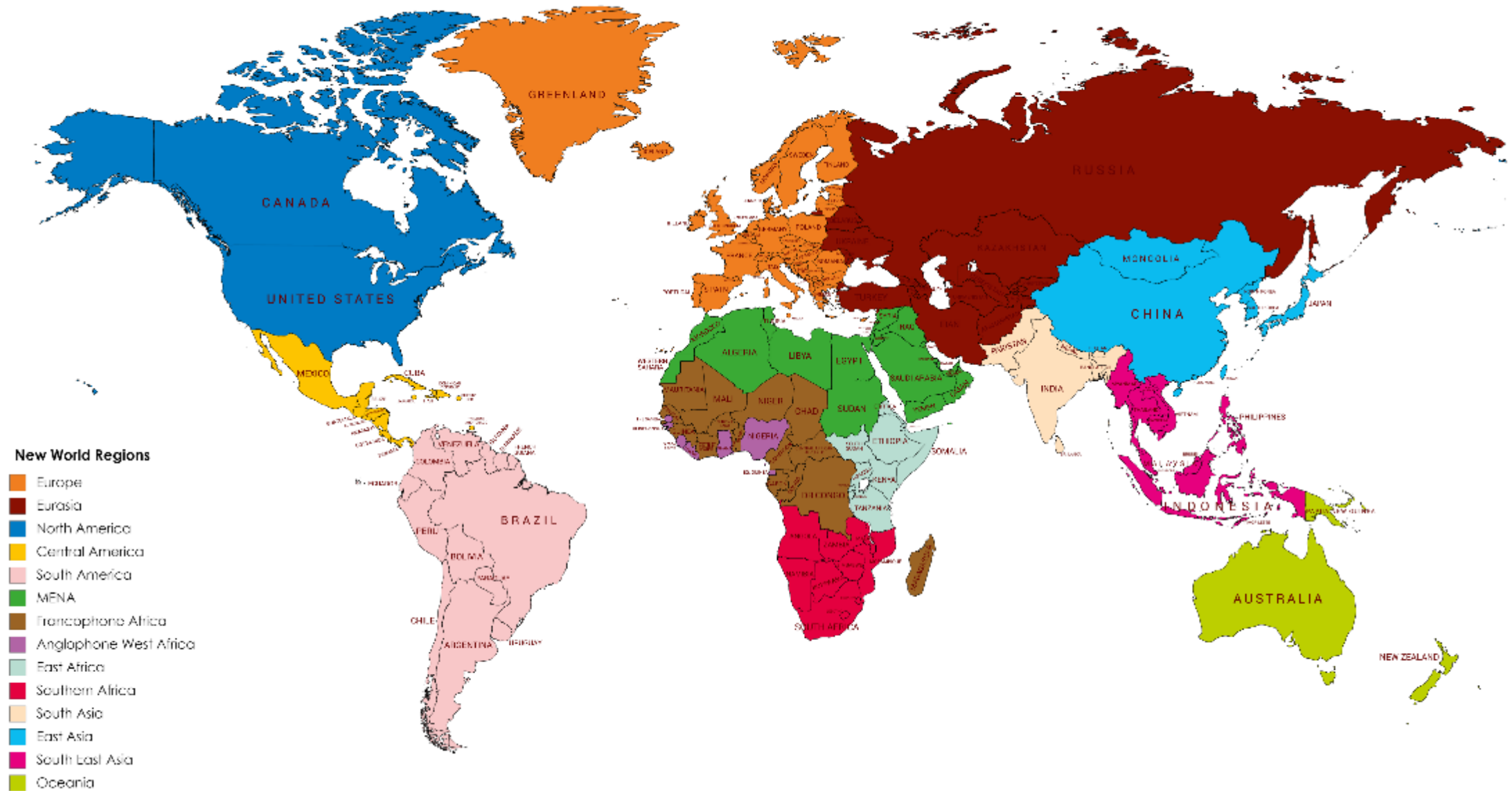
**Augustin  
Lutakwa**  
AEO for Sub-Saharan  
Africa

# 4. Select and position

- a. Pray that God will continually raise up workers (Matthew 9:38; Luke 10:2)
- b. Select your staff and volunteers carefully (The seven Cs)
- c. Look for faithful people and give them things to do (2 Timothy 2:2)
- d. Recognise people's specific gifts and encourage them in those (Romans 12:6-8; Ephesians 4:8-16; 1 Peter 4:10-11; 1 Corinthians 12:1-31)
- e. Take time to select the best people for key roles (Luke 3:13-19; Exodus 31:2, 35:30, 37:1; 1 Kings 7:13-51; 2 Chronicles 2:1-13)



# ICMDA's 14 world regions



# ICMDA Regional Structure

National Movements

Regional Committee

Regional Secretary

AEO

Regional Reps

Area Reps



## Countries/Territories

### ICMDA members:

Benin (CMDA), Burkina Faso (AMDC), Burundi (BCMDA), DR Congo (AMC), Madagascar (CMDA), Mali (HAC), Niger (AMPCN), Togo (AMCT).

### We have contact groups in:

Cameroon, Central African Republic, Chad, Cote d'Ivoire, Gabon, Guinea Conakry, Senegal.

### We are in contact with individuals in:

The Republic of Congo.

### We do not currently have contact with:

Comoros, Mauritius, Mauritania, Mayotte, Reunion, Seychelles.

## Fieldworkers



Augustin Lutakwa  
AEO for Sub-Saharan Africa



Jean Paul Dansou  
Regional Secretary for French-speaking Africa



Eric Mahougbe  
Regional Representative for French-speaking West Africa



John Musubao  
Regional Representative for central & eastern French-speaking Africa



H. David Sawadogo  
Area Representative for western French-speaking Africa



Osbe Nkengurutzé  
Area Representative for western French-speaking Africa



Simplice Tchoba  
Area Representative for central French-speaking Africa



Rebecca Diaye  
Area Representative for North West French-speaking Africa



Ouedraogo Solange  
Francophone Africa board member

# 5. Empower and develop

- a. Make developing people your key priority (Romans 16)
- b. Recognise and supply the training and support they need
- c. Encourage, stir up and speak well of your team (Hebrews 10:24, 25)
- d. Delegate to increase the work and relieve yourself and move on to other tasks (Exodus 18:13-27; Acts 6:2-4)
- e. Be prepared to be disempowered and see others succeed (John 3:30)
- f. Gently persuade don't argue (2 Timothy 2:23-26; James 3:17, 18; Philippians 2:14,15)



## TRAINING TRACKS

ICMDA seeks to start and strengthen national movements of Christian doctors and dentists. We believe the best way to do that is to train godly and gifted individuals for leadership who will then go on to equip others.

These training tracks are a key priority. With the widespread availability of technology we are able to bring together small groups of trainees from all over the world for mentoring and personalised training.

We require those wishing to join a training track to meet the following criteria and fill in the appropriate application form. If successful, you will be invited to join the training track and be given the links to attend sessions.

### Criteria

Candidates must be:

- **A medical/dental graduate**
- **Engaged with your national ICMDA fellowship**
- **Committed to engage in all aspects of the course**
- **Teachable and a good communicator**
- **Proficient in English**
- **Able to access a stable internet connection**



**BIOETHICS**



**CONFIDENT  
CHRISTIANITY**



**DEVELOPING  
VOLUNTEERS**



**DISCIPLE MAKING  
MINISTRY**



**SERVANT  
LEADERSHIP**



**SYDENHAM  
LEADERSHIP**



**SALINE PROCESS**



**THOUGHT LEADERS**

# 6. Build good systems

- a. Be clear on your organisational structure
- b. Good people will build good systems – so get good people!
- b. Organise your team (1 Kings 4:1-28; Luke 9:1-6, 10:1-24)
- c. Build good systems like Solomon (1 Kings 4)
- d. Plan carefully for major projects including financial planning (Nehemiah 2:11-16)

# An effective organisation has...

Governance

A board agreeing policies, strategy and budget, overseeing finances and employing CEO

Staff/Volunteers

Paid and unpaid full or part time workers with specific roles

Structures

A defined staff/volunteer structure with clear lines of accountability

Systems

Established systems for communication, training, events, fundraising

Resources

Website, newsletters, publications, videos, podcasts,



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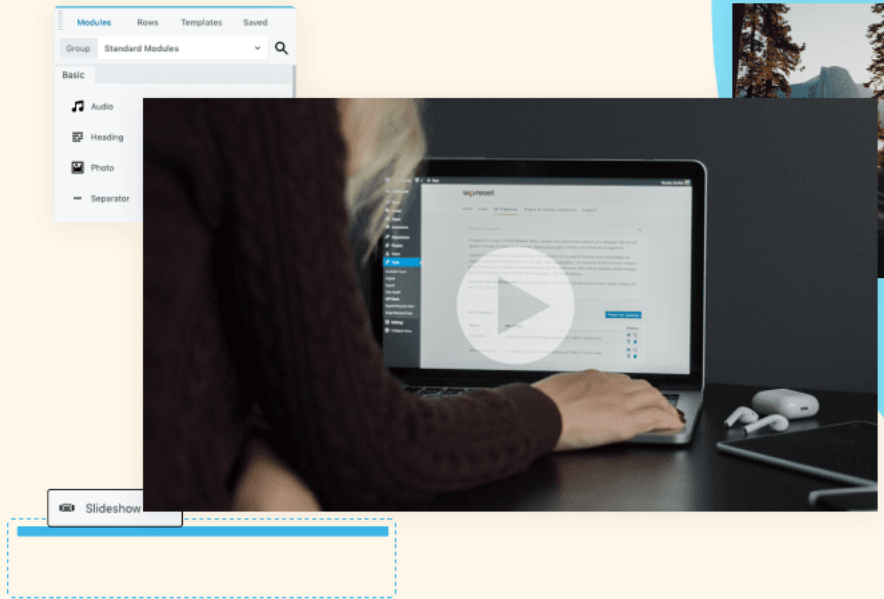
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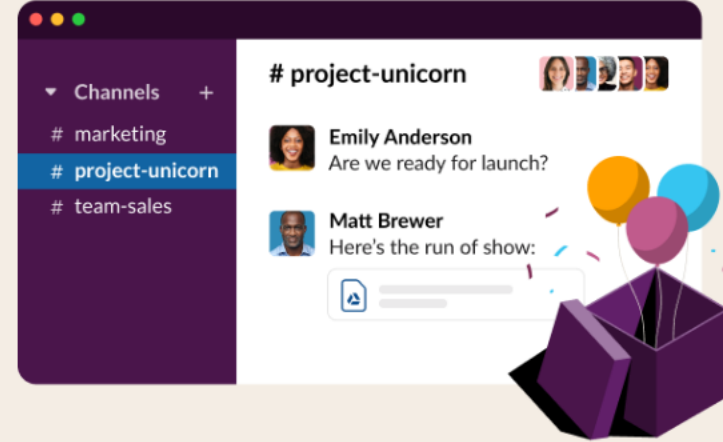
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-

✓ Huddles

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# 7. Mitigate against relationship failure

- a. Attend to team crises urgently (2 Samuel 13-19)
- b. Don't fail to remain accountable (1 Samuel 13:1-15; 2 Chronicles 25)
- c. Don't get frustrated with your team (Numbers 20:1-13)
- d. Don't be jealous of your team members (1 Samuel 18)
- e. Don't fail to invest in key relationships (2 Samuel 13-19)
- f. Don't be too uncompromising or too hard a taskmaster (1 Kings 12)
- g. Relationship breakdown is not the end (Acts 15:36-41; Galatians 2:11-13)

# Questions and Discussion



