

## 6 Keys to Building a Successful Team

Gospel ministry is best undertaken by teams of people working together. Team building is an essential skill of Christian leadership, whether in churches or organisations. We will examine the 6 most important principles for building and leading successful teams: 1 Commitment to the team principle; 2 Clarity of the mission of the team; 3 Recruitment of the members of the team; 4 Envisioning and empowering the team; 5 Encouraging the team; 6 Troubleshooting problems in the team.

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### 1. Commitment to the team principle

- Mark 3v13-19; Acts 3v1; Acts 11v19-30; Acts 12v25-13v3; Acts 16v1-5; 1 Corinthians 12v4-11
- The Trinity as “team”
- Jesus ministry with his disciples
- The ministry of the apostles
- Paul’s ministry team
- Church leadership teams
- The church as a team

### 2. Clarity of the mission of the team

- Matthew 28
- Why does the team exist?
- What must the team do?
- Why does it matter?
- Luke 9v1-9; 10v1-24; 11v1-13; 2 Timothy 1v13-14

### 3. Recruitment of the members of the team

- Acts 6v1-7; 16v1-5
- Gifting and potential – 1 Timothy 3v1-9
- Contribution to the team as a whole
- Fit with existing team members
- The strength of a team is in the diversity that contributes to the whole  
1 Corinthians 12-14  
5 Voices

#### **4. Envisioning & Empowering the team**

- Teaching and repetition
- Training
- Spiritual life of the team members
- Modelling and instructing
- Providing ministry opportunities
- Evaluation, appraisal, and assessment

#### **5. Encouraging the team**

- Encouragement that the task is possible
- Encouragement that the cost is worth it
- Encouragement that the team is capable
- Encouragement that the team is succeeding
- Praise, prayer and thanksgiving
- 2 Timothy

#### **6. Troubleshooting problems in the team**

- Mark 10v35-45; Luke 22v24-30; 1 Corinthians 12v12-30; 3 John 1v9
- Clarity of leadership/authority within team
  - Equality
  - hierarchy
  - first-among-equals
- Competition between team members
- Team members who think they are more valuable than others
- Team members who think they have nothing to contribute
- Team members who set an impossibly high work rate
- Team members who fail to pull their weight
- Irreconcilable division over vision - Acts 15v36-41
- Team member has outgrown their role in the team
- Team member is underperforming and unable to improve

*Some further reading:*

Patrick Lencioni, *The Five Dysfunctions of a Team: A Leadership Fable* (John Wiley)

Patrick Lencioni, *The Ideal Team Player: How to Recognize and Cultivate The Three Essential Virtues* (John Wiley)

John C Maxwell, *The 17 Indisputable Laws of Teamwork* (Struik Christian Books)

Simon Sinek, *Leaders Eat Last: Why Some Teams Pull Together and Others Don't* (Penguin)