

## **Building Leadership Teams**

Christian ministry is best undertaken by teams rather than individuals working alone. This talk will consider how to build and develop leadership teams, foster healthy team dynamics and address common problems that arise within leadership teams. It will focus primarily on Biblical teaching about team leadership, but also draw on the wisdom from the business world.

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### **I. Ministry is Done by Teams and Not Just Individuals**

- A. Mark 3:13-19; Acts 3:1; Acts 11:19-30; Acts 12:25-13:3; Acts 16:1-5; 1 Corinthians 12:4-11
- B. The Trinity as “team”
- C. Jesus’s ministry with his disciples
- D. The ministry of the apostles
- E. Paul’s ministry team
- F. Church leadership teams
- G. The church as a team

### **II. Recruiting Team Members**

- A. Acts 16:1-5
- B. Gifting and potential

- C. Contribution to the team as a whole
- D. Fit with existing team members
- E. The strength of a team is in the diversity that contributes to the whole
  - 1. 1 Corinthians 12-14
  - 2. Voices

### **III. Envisioning the Team**

- A. Clarity of vision
- B. Teaching and repetition

### **IV. Training the Team**

- A. Luke 9:1-9; 10:1-24; 11:1-13; 2 Timothy 1:13-14; 3:10-11
- B. Spiritual life of the team members
- C. Modelling and instructing
- D. Providing ministry opportunities
- E. Evaluation, appraisal, and assessment
- F. Encouragement

### **V. Difficult Team Dynamics**

- A. Mark 10:35-45; Luke 22:24-30; 1 Corinthians 12:12-30; 3 John 1:9
- B. Clarity of leadership/authority within team

1. Equality
2. Hierarchy
3. First-among-equals

- C. Competition between team members
- D. Team members who think they are more valuable than others
- E. Team members who think they have nothing to contribute
- F. Team members who set an impossibly high work rate
- G. Team members who fail to pull their weight

## **VI. Breakdown of Relationship Within the Team**

- A. Acts 15:36-41
- B. Irreconcilable division over vision
- C. Team member has outgrown their role in the team
- D. 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)