



PWOC

Protestant Women of the Chapel

Materials:

- Keller quote PPT
- Family rules PPT
- B.O.A.R.D. PPT
- Cards with verses
- Chart paper, whiteboard, markers

WORKSHOP: TEAM BUILDING

by Victoria Robinson

LEADER'S GUIDE

RELEVANCE: A strong and cohesive leadership team does not just happen. Leaders must commit to work together to create a positive and hospitable environment for the women who attend PWOC. "We Are Workers Together for Christ" has been the PWOC motto since 1955. When a PWOC board *works together*, they present themselves as a team unified in both ministry objectives and relationships with one another. The attitude they convey about their service is one of joy over burden.

CONTEXT: This training module is for key leaders in PWOC who serve on the PWOC Board. The training would be most effective soon after the board is in place. It could be a stand-alone training to introduce the idea of working together as a team, or it could be used as an introductory session of a board retreat.

TIME: 60 minutes

HOOK YOUR AUDIENCE: (5 minutes)

Display poster or slide with Helen Keller quote: "Alone we can do so little; together we can do so much."

In a pair, come up with three things it is easier to do together than alone. You have 30 seconds. GO! After 30 seconds, allow for some popcorn responses to the question.

Having people work in pairs assures that you have 100% participation. Using a full-participation activity at the beginning of your lesson raises the likelihood of your listeners staying engaged throughout your time together. Also, sharing with a partner first may give individuals the courage they need to share with the whole group.



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MAKE YOUR POINT 1: COLLABORATION (10 minutes)

In our society, independence is coveted and desired. This is especially true for women in military communities. However, independence can be a lonely word in leadership.

God gave each of us spiritual gifts, as well as natural talents that He expects us to use in ministry. We celebrate independence in certain situations; but we celebrate collaboration in team ministry. Collaboration conveys the idea of mutual support and community that is to be part of our DNA as Christians and exemplifies the PWOC motto of "We Are Workers Together for Christ."

This year in our PWOC Board, we will collaborate or "co-labor" together for Christ. We want our PWOC Board to be the strongest ministry team possible.

Today we will discuss some vital components that will make that goal a reality.

The best "co-labor" comes because of close relationships among the team members. Scripture describes this relationship as "loving each other deeply."

Before the session begins, pass out printed cards of the verses below. Ask cardholders to read their Scripture.

*"Above all, love each other deeply, because love covers over a multitude of sins."
(1 Peter 4:8; NIV)*

"So now I am giving you a new commandment: Love each other. Just as I have loved you, you should love each other." (John 13:34; NLT)

*"From [Christ] the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work."
(Ephesians 4:16; NIV 1984)*

"Love each other with genuine affection, and take delight in honoring each other." (Romans 12:10; NLT)



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What do you glean from these scriptures about co-laboring?

BOTTOM LINE: These scriptures hold the essence of Christian teamwork!

ENGAGE YOUR LEARNERS 1: (10 minutes)

Hold a five-minute meeting with another person and discuss ideas that would help our leadership team strengthen relationships with one another. Record your suggestions and be prepared to share them with the large group.

After five minutes, invite some popcorn responses. Consider adding the following ideas if no one mentions them:

- Learn about each other through a personality inventory¹
- Read and discuss a leadership book together²
- Plan a Board retreat at beginning of year and at mid-point
- Plan social gatherings outside of PWOC meeting time for the purpose of building relationships

BOTTOM LINE: Our leadership team must make opportunities to create a close bond of fellowship. The definition of bonding is: "The formation of a close relationship, especially through frequent or constant association." Close relationships within the PWOC leadership team will have a positive overall effect on our PWOC ministry as we co-labor together.

¹ Some inventories to consider:

Myers Briggs (Many chaplains are qualified administrators of this personality inventory.)

Clifton Strength Finder/Engage Your Strengths

Gary Smalley's personality inventory based on animals (lion, otter, golden retriever, beaver) can be found at www.smalley.cc/free-personality-test

² A few excellent leadership books to consider:

Courageous Leadership by Bill Hybels

A Work of Heart by Reggie McNeal

Lead Like Jesus by Ken Blanchard & Phil Hodges

Spiritual Leadership by Henry Blackaby

Release Your Potential by Elizabeth Inrig



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MAKE YOUR POINT 2: A HEALTHY TEAM (10 minutes)

A strong and cohesive leadership team is a healthy team. How will our PWOC women recognize us as a healthy team? We have already mentioned one of the most important characteristics: Positive relationships among team members!

Facilitate this sharing time in such a way that your team feels that THEY are contributing what is most important to the conversation; this will create "buy-in." If you listen to them but then supply the "real answers," you will devalue the contributions of your team and undo the very thing you are trying to accomplish- team cohesion.

What are some other characteristics of a healthy team?

Invite popcorn responses and record on chart or whiteboard. Try to incorporate the following:

- The ability to be close, but not cliquish
- The ability to make decisions
- The ability to implement decisions
- The ability to resolve conflict
- The ability to maintain accountability
- The ability to develop trust
- The ability to respond to questions and be approachable
- The ability to collaborate when needed
- The ability to support one another
- The ability to celebrate one another

These characteristics will not magically appear. Just as we must be intentional in building strong relationships with one another, we must also be intentional about carrying out our individual leadership responsibility.

ENGAGE YOUR LEARNERS 2: (20 minutes)

In the words of leadership specialist John Maxwell, "When you know what to do, you can do what you know." As a member of this PWOC leadership team, there are responsibilities we have all agreed to fulfill. You have all seen examples of family rules prepared as creative posters or signs for families to hang in their homes. (Show some examples via PPT slides. You can find a multitude of creative charts on Pinterest). In a small group of no more than four, use the chart and markers provided and create a "family rules" sign for our PWOC Board.



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Think about your expectations of how we will carry out board responsibilities this year. Consider ideas of the best way to fulfill expectations of purpose, order, communication, and presence.

Give the groups 15 minutes to complete this activity. Invite someone from each group to post the charts and give a brief report. You may want to highlight additional points from the following bullet lists that apply to your group:

Ownership is paramount. If you want your board to follow a set of rules, they need to invest. LISTEN to their ideas. Make your final list based on their lists. Add ONLY what is absolutely necessary for the success of your team. Give them lots of praise for their insight and ingenuity.

- Expectation of purpose
 - Corporate
 - Create a board vision statement to walk out during the ministry year (*NOTE: This needs to be one of the first things you do after completing this introductory training*)
 - Emphasis on PWOC Aims—OUR AIMS KEEP US RELEVANT
 - Regular assessment of needs through observation, listening, formal surveys, or focus groups
 - Individual
 - Confirm that each member has a clear understanding of her job description
 - Invite others to become involved with goal of training and developing their leadership gifts

- Expectation of order: Create an environment for orderly and efficient work to take place
 - Agenda for all board meetings sent out ahead of time
 - Establish expectations concerning meeting times and length
 - Generally, board meetings are for reporting, not planning
 - Ensure time spent in meetings is spent on most meaningful tasks in accordance with purpose and vision
 - Prepare board reports to stay focused
 - Each board member will keep a notebook to record activity and to aid in continuity



- Expectation of communication: Establish clear communication preferences; Research shows that improvement in communication practices minimizes frustration and stress and maximizes effectiveness.³
 - Stress confidentiality and wisdom concerning Facebook postings
 - Practice reflective listening
 - Settle on a few team responses; (i.e., when approached by someone with a complaint or a concern the board member can simply state "Thank you for sharing. I will take it to the board." Then take it to the board and get an answer right away. A response that expresses genuine kindness and understanding will go a long way in keeping conflict at bay).
- Expectation of presence
 - Board members are expected to attend board meetings prepared with report
 - Board members are expected to be in attendance at opening session and be involved in a Bible study

Collect the charts and invite someone on your team or in your PWOC body to design a colorful "Our PWOC Board Family Rules" sign. Print a copy for each board member and display a large copy at board meetings.

APPLY IT TO LIFE: (5 minutes)

Have a prepared PPT slide or chart with the acrostic shown below.

You have each made a commitment to be part of this PWOC Board. That is a commitment to be:

Bonded as friends

Organized as leaders

Approachable to others

Relevant in ministry, and

Developing disciples and future leaders

³ Searching for Strong Leadership Teams www.leadnet.org



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"Spiritual leadership is being ABLE to influence others for good and God's glory. Being ABLE is about knowing what to do with those resources and when to use them. But it is more! ABLE women are TEAM builders. They know the gifts God has given others and are more concerned with building a functioning team than with building their own personal ministry. They are able to articulate a vision, strategize to achieve it, and inspire others to embrace it." ~Elizabeth Inrig

If this is your prayer for our PWOC board, would you repeat the following words with me: LORD, MAKE US ABLE!



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