



PWOC

Protestant Women of the Chapel

WORKSHOP: Teambuilding: Putting It All Together by Katie Payne

PARTICIPANT'S GUIDE

RELEVANCE: Teamwork is the bringing together of individual roles, talents and giftings in order to function affectively and vibrantly as a unit. A PWOC board will greatly impact their ministry and community when they understand and embrace the value of teamwork and unity while addresses any pitfalls to effective teamwork.

VIDEO: Canadian Rowing Team 2012

The coxswain /'kɒksən/ is the person in charge of a boat, particularly its navigation and steering. He or she sits in the back of the boat and is the only one who sees where they are going. The coxswain doesn't do any of the rowing but they are attuned with every rower and can tell when they are going off course or when their speed needs to be adjusted. They can tell if adjustments need to be made by the changes in the puddle that is left as each oar comes out of the water. Interestingly, the etymology of the word coxswain gives a literal meaning of "boat servant" since it comes from cox, a coxboat or other small vessel kept aboard a ship, and swain, an Old English term meaning boy or servant. Isn't that a beautiful picture of what PWOC leaders should be?

Chuck Swindoll's describes teamwork in his devotional, *The Finishing Touch*:

- *Nobody is a whole team...We need each other. You need someone and someone needs you. Isolated islands we're not. To make this thing called life work, we gotta lean and support. And relate and respond. And give and take. And confess and forgive. And reach out and embrace and rely...Since none of us is a whole, independent, self-sufficient, super-capable, all-powerful hotshot, let's quit acting like we are. Life's lonely enough without our playing that silly role. The game is over. Let's link up.*



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1. PITFALLS TO HIGHLY FUNCTIONING TEAMS

God created us to be in a relationship with Him, AND in relationship with each other. Ephesians 4:11-13, 16 talks about His desire for teamwork:

- *So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.*

So God desires highly functioning teams and we desire highly functioning teams. Why is it hard to achieve?

1. Faulty Sense of Servant Leadership

- Leaders who desire to lead like Christ can sometimes confuse serving humbly with taking on all the tasks or responsibilities required.
- "True servant leadership embraces a humble sincerity that brings out the best in leaders and those they serve." (Lead Like Jesus, by Ken Blanchard and Phil Hodges) Bringing out the best in others involves allowing them to take responsibility, to try and fail, to show initiative and to demonstrate the ability to follow.

2. Different or Opposing Goals/Objectives

- Highly functioning teams have very clear goals and objectives that all team members are working toward. Different goals or even worse, opposing goals will cause confusion, distraction and sideways movement.
- Clear communication and evaluation will determine if team members are in agreement with the desired end state.



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3. Mistrust within the Group

- Highly functioning teams trust each other. If there is an atmosphere of mistrust, team members will be less inclined to do their best, or to be initiators, or to make sacrifices for the team.
- If a team is experiencing mistrust, a time of communication, prayer and confession can begin to restore faith and relationship.

II. STEPS TO BUILDING YOUR TEAM

We've looked at three pitfalls that prevent teams from working well together. It is important to keep your eyes open and make course corrections when necessary. Notice that the pitfalls are *reactive* in nature. There are steps leaders can take to *proactively* lead their team to a place of unity and productivity.

ACTIVITY:

Read the following excerpt from *The Secret of Teams: What Great Teams Know and Do* by Mark Miller

Mark any key phrases that stand out to you.

1. **Evaluate your current reality.** Reality is a leader's best friend. What are the facts? How well is your team currently performing? Do you even have a team? What are the trends? What will the future hold? What do you want to be true in the future? Will your current approach get you where you want to go?
2. **Assess your team's talent.** Talent is foundational. Do you have the right players to help you build a high-performance team? What does each member bring to the table? Are they committed to lifelong learning? Do they want to be part of something bigger than themselves? Are they team players? Do you have adequate functional diversity?
3. **Assess your team's skills.** Take a hard look at both the individual and the team skills within your group. What are the critical skills needed for your team to excel? What is your plan to close any skill gaps that you discover? Don't try to attack them all at once. Prioritize. Get the team to help. Don't miss the opportunity to teach, and don't assume you have to do it all alone. Find resources to help close the gaps.



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- 4. Build genuine community.** Start today, regardless of where you are on the journey. It will take time - don't waste a day. Building community is a process that requires ongoing attention from you and the team. How can you create opportunities for the team members to better know each other? Serve each other? Celebrate each other's victories - large and small? How can you help the team do life together? Take it on faith if you can receive it no other way: building community will be worth every minute you invest. If done well, it will also provide tremendous joy and satisfaction along the way.
- 5. Lead at the next level.** Creating high-performance teams will require no less leadership than you're providing today; however, it may require a different kind of leadership: invest in talent, skills and community; cast vision; delegate real responsibility - not just tasks; teach; encourage; set boundaries; provide resources; and set the expectation that the team will manage their own work.

APPLY IT TO LIFE:

An Exercise in Real PWOC Life:

Separate into groups of 6-10. Each group will need flip chart paper and markers.

Assign each group with a different PWOC task or event that requires planning and teams to execute. For example: Program Day, Summer Session, Weekly Morning Routine, etc.

Your group will brainstorm together the who, what, why and how for these activities.



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