PWOC LDP
Leadership Development Program

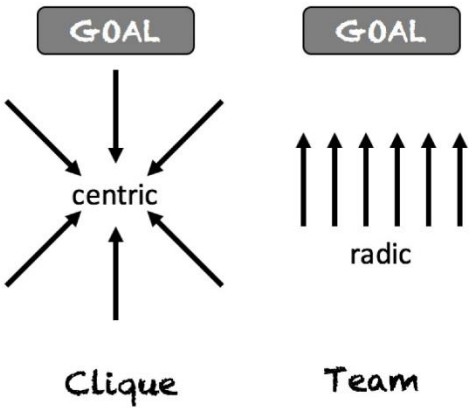
TOPIC: TEAM vs. CLIQUE

The Bottom-Line Up Front: Teams and cliques have some common characteristics; one can be mistaken for the other. The Board must be proactive in promoting an inclusive team environment which leaves unlimited opportunity for participation, growth and discipleship.

1. Radical Leadership (10 minutes):

- Your Board is focused. Your Ministry Team is synergizing. The question is: *Are you operating as a clique or as a team?* A clique and a team are both equally focused groups; the difference lies in their vision.
- A common interest, even a Biblical one, can cause a team to turn inward, leaving little room for growth and discipleship. This "centric" behavior fosters "insiders," and excludes everyone else, resulting in a **CLIQUE**.
    - Can you think of an example of a common interest (an "internal" goal) that could lead to exclusive behavior? *Take a few minutes to discuss in a group of 2-4. Share your ideas with the whole group.*

- A **TEAM** fixes its gaze externally and uses their vision as a means to move many toward their goal. Consequently, there is room for exponential growth and discipleship in this formation. "Radic" behavior occurs when everyone is oriented toward the goal AND anyone can see the vision.
    - What is your Board's vision (your "external" goal)? In what ways does it accommodate an unlimited number of participants from the PWOC body? *Discuss as a Board.*



- **Caution:** Cliques and Teams can feel the same because everyone has the same focal point. Is there room for everyone? Is your group exclusive? Inclusive? Focused inward? Focused outward?
    - **Proverbs 4:25** (ESV) *Let your eyes look straight ahead; fix your gaze directly before you.*
    - **Ephesians 4:16** (NIV) *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.*

2. Avoiding the Appearance of a Clique (10 minutes):

- Most, if not all, of our women at PWOC have experienced what it is like to be on the outside of a clique—to be rejected, unwelcome, "not in the club." They know what it is like to be talked about, to not feel good enough; they recognize rejection and exclusivity a mile away.
- When a Board is healthy, relationships grow deep. Board members are likely the tightest-knit group in PWOC. A Board is, by nature, exclusive—there are only so many positions. Ministry Teams are a way to include an unlimited number of women from the body, but they are still not on the Board and do not share the same experiences and familiarity as Board members do.
- Board members can be genuinely open, seeking to include everyone, focused outwardly on the vision, but can still come across "cliquish." Why?
    - How can a well-meaning Board that is truly inclusive in their approach still come across looking like a clique? In other words, what could be misinterpreted by the average PWOC attendee? *Brainstorm together.*

- Likely, one of your answers to the last question involved proximity and private conversations. It is good for the Board to agree on a set time to end all private (Board) conversations, to disperse, and to focus on the PWOC body and those walking in the door. Usually, 15-20 minutes before start time is adequate.
- Think about it like this. Imagine your meeting space was filled with paint bombs, dispersed throughout the building, each a different color. All the bombs detonate at once. What color are the Board members? If there are multiple Board members painted the same color, it is very possible they are perceived as a clique.
- The Board can come up with a code word, such as "paint-bomb" or "scatter" to remind each other to disperse and to engage with people in the PWOC body.

Are you in?
What's your code word?

What is the Board supposed to do when they hear it?