PWOC LDP
Leadership Development Program

TOPIC: TEAMWORK PITFALLS

The Bottom-Line Up Front: Becoming a cohesive, efficient, and effective team takes time and intentionality. PWOC Board members need to be proactive, watching for anything that will break relationship or impede progress. This training explores two leadership pitfalls: Opposing Goals and Mistrust.

Introduction (1 minute): *Read the quotes below. Which one resonates with you the most? Why? Tell someone you are sitting near.*

- *If you want to go fast, go alone. If you want to go far, go together.* —African Proverb
- *None of us is as smart as all of us.* —Ken Blanchard
- *The ratio of We's to I's is the best indicator of the development of a team.* —Lewis B. Ergen

1. **Discuss Teamwork Pitfalls** (10 minutes): *Break into two groups. Group 1 will discuss Opposing Goals (page 2) and Group 2 will discuss Mistrust (page 3). Set a timer for 10 minutes. Groups will choose a spokesperson to share their findings with the whole Board.*

2. **Small Groups Share their Findings** (5 minutes): *Each group's spokesperson shares for 2 ½ minutes.*

3. **Strategize Safeguards** (5 minutes): *Use the last 5 minutes to strategize some safeguards for your Board.*
   - What are 2-3 ideas from the discussion that will help your Board work well together to reach common goals?

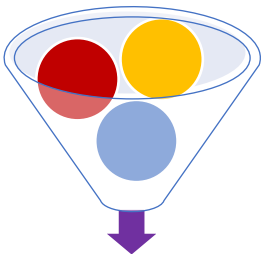
   - What are 2-3 ideas from the discussion that will help your Board deal with mistrust?

- **Group 1—Teamwork Pitfall: Opposing Goals**
  - Highly functioning teams have clear goals that all team members are working toward. Different goals, or worse, opposing goals, will cause confusion, distraction, and sideways movement.

  - **Read 1 Corinthians 12:14-21** (NIV)
    [15]Now if the foot should say, 'Because I am not a hand, I do not belong to the body,' it would not for that reason stop being part of the body. [16]And if the ear should say, 'Because I am not an eye, I do not belong to the body,' it would not for that reason stop being part of the body. [17]If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? [18]But in fact God has placed the parts in the body, everyone one of them, just as he wanted them to be. [19]If they were all one part, where would the body be? [20]As it is, there are many parts, but one body. [21]The eye cannot say to the hand, 'I don't need you!' And the head cannot say to the feet, 'I don't need you!"

  - Think of your PWOC Board in terms of the Apostle Paul's analogy of a body with many parts. If the parts are working together, how can you tell? What are some characteristics of a PWOC Board that is working toward the same goal(s)?

  - If the parts are NOT working together, what is the result on a PWOC Board? Use the diagram to label your ideas in terms of input and output. What is going in? *What might the balls represent?* What is coming out? *What might the arrow represent?*



- **Group 2—Teamwork Pitfall: Mistrust**
  - Highly functioning teams trust each other. Trust takes time to build but is fragile and easily broken through miscommunication, betrayal, isolation, disrespect, cliques, and a host of other issues. If there is an atmosphere of mistrust, team members will be less inclined to do their best, to be initiators, or to make sacrifices for the team. Mistrust is often silent but deadly.
  - ***Read the Symptoms of Mistrust list below.*** *Mark the ones you think are likely to present themselves on a PWOC Board. Take a moment to discuss your selections.*

    1) (The Board member) is disengaged or checked out when she should be
    2) paying attention.
    3) She withholds information.
    4) She is negative. She grumbles or complains.
    5) She is rude to others on the Board.
    6) She does not coordinate or cooperate with other Board members.
    7) She shows resistance to change.
    8) She gossips.
    9) She is increasingly absent.
    10) She creates conflict with other Board members.
    11) She is not productive.
    12) She lacks enthusiasm, drive, or the desire to improve.
    13) She distances herself from the Board—physically and/or emotionally.
    14) *What else would you add?*

    https://executive-velocity.com/20-signs-youre-team-members-arent-trusting-you/

  - **Read 1 Corinthians 13:1-8a** (NIV)

    [1]If I speak in the tongues of men or of angels, but do not have love, I am only a resounding gong or a clanging cymbal. [2]If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but do not have love, I am nothing. [3]If I give all I possess to the poor and give over my body to hardship that I may boast, but do not have love, I gain nothing.

    [4]Love is patient, love is kind. It does not envy, it does not boast, it is not proud. [5]It does not dishonor others, it is not self-seeking, it is not easily angered, it keeps no records of wrongs. [6]Love does not delight in evil but rejoices with the truth. [7]It always protects, always trusts, always hopes, always perseveres. [8]Love never fails.

  - **Think about your Board:** How could the Apostle Paul's words be applied as an antidote to mistrust? Use the left margin next to the *Symptoms of Mistrust* list to write elements from the Scripture passage that address various symptoms.