

Cultivating Strong Teams

A strong team has two key characteristics – a _____/_____ purpose and _____ parts (strengths/ talents/functions) .

The Bible is very clear that this is the pattern for Christ's Body, the Church.

1 Corinthians 12:12-27

¹² For even as the body is one and yet has many members, and all the members of the body, though they are many, are one body, so also is Christ. ¹³ For by one Spirit we were all baptized into one body, whether Jews or Greeks, whether slaves or free, and we were all made to drink of one Spirit.

¹⁴ For the body is not one member, but many. ¹⁵ If the foot says, "Because I am not a hand, I am not a part of the body," it is not for this reason any the less a part of the body. ¹⁶ And if the ear says, "Because I am not an eye, I am not a part of the body," it is not for this reason any the less a part of the body. ¹⁷ If the whole body were an eye, where would the hearing be? If the whole were hearing, where would the sense of smell be? ¹⁸ But now God has placed the members, each one of them, in the body, just as He desired. ¹⁹ If they were all one member, where would the body be? ²⁰ But now there are many members, but one body. ²¹ And the eye cannot say to the hand, "I have no need of you"; or again the head to the feet, "I have no need of you." ²² On the contrary, it is much truer that the members of the body which seem to be weaker are necessary; ²³ and those members of the body which we deem less honorable, on these we bestow more abundant honor, and our less presentable members become much more presentable, ²⁴ whereas our more presentable members have no need of it. But God has so composed the body, giving more abundant honor to that member which lacked, ²⁵ so that there may be no division in the body, but that the members may have the same care for one another. ²⁶ And if one member suffers, all the members suffer with it; if one member is honored, all the members rejoice with it.

²⁷ Now you are Christ's body, and individually members of it.

Ephesians 4:1-16

¹ Therefore I, the prisoner of the Lord, implore you to walk in a manner worthy of the calling with which you have been called, ² with all humility and gentleness, with patience, showing tolerance for one another in love, ³ being diligent to preserve the unity of the Spirit in the bond of peace. ⁴ There is one body and one Spirit, just as also you were called in one hope of your calling; ⁵ one Lord, one faith, one baptism, ⁶ one God and Father of all who is over all and through all and in all.

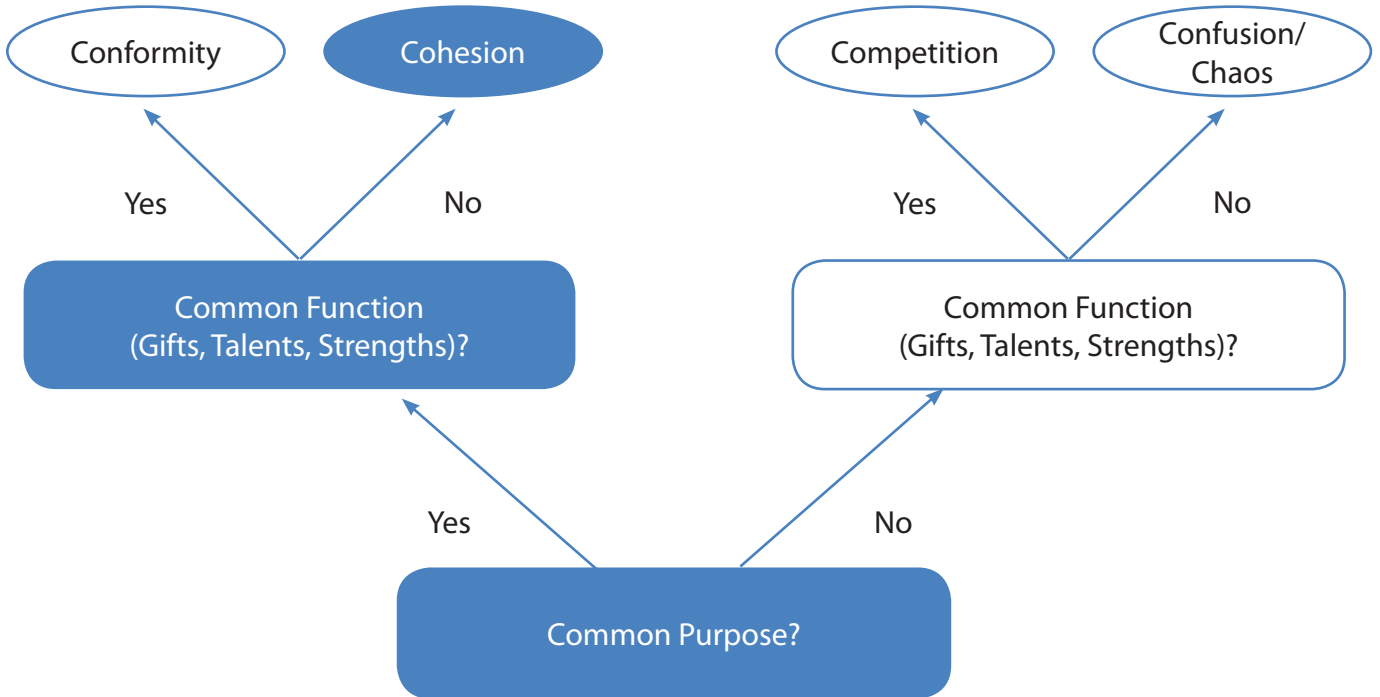
⁷ But to each one of us grace was given according to the measure of Christ's gift. ⁸ Therefore it says,

***"When He ascended on high,
He led captive a host of captives,
And He gave gifts to men."***

⁹ (Now this expression, "He ascended," what does it mean except that He also had descended into the lower parts of the earth? ¹⁰ He who descended is Himself also He who ascended far above all the heavens, so that He might fill all things.) ¹¹ And He gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers, ¹² for the equipping of the saints for the work of service, to the building up of the body of Christ; ¹³ until we all attain to the unity of the faith, and of the knowledge of the Son of God, to a mature man, to the measure of the stature which belongs to the fullness of Christ. ¹⁴ As a result, we are no longer to be children, tossed here and there by waves and carried about by every wind of doctrine, by the trickery of men, by craftiness in deceitful scheming; ¹⁵ but speaking the truth in love, we are to grow up in all aspects into Him who is the head, even Christ, ¹⁶ from whom the whole body, being fitted and held together by what every joint supplies, according to the proper working of each individual part, causes the growth of the body for the building up of itself in love.

This 'principle' is also important for cultivating _____ teams in other contexts – such as workplaces, sports teams, families.

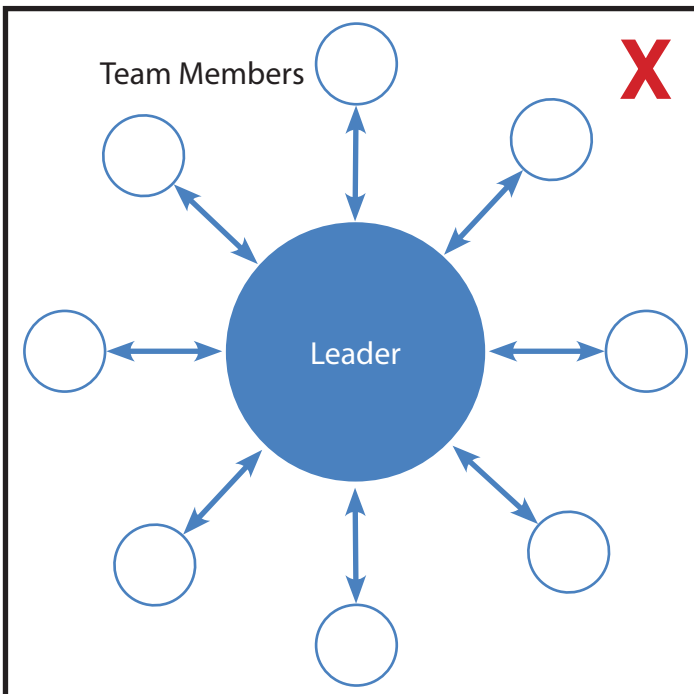
One Purpose, Many Parts



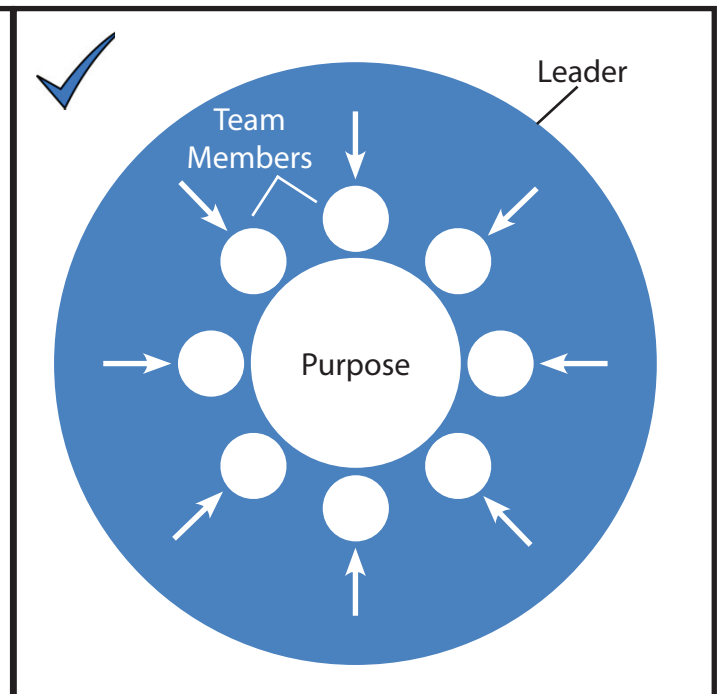
Cohesion defined: The Action or fact of forming a **united whole**, the sticking together of particles of the **same substance**; unity, togetherness, solidarity, bond, interrelatedness.

_____ play a key role in cultivating a strong team by ensuring _____ of purpose and an _____ where members move towards it _____.

Leader Centred Leadership



Purpose Centred Leadership



One Purpose

Common purpose – the accepted or agreed goal that the team is working towards, the goal by which the team will measure its success.

Depending on the _____, there may be more or less scope for the team to _____ their common purpose. In

any case, it is _____ that team members understand the purpose and how they contribute towards it.

Leaders foster _____ by creating an environment which _____ behaviour that is directed towards the _____, rather than towards _____ goals or _____ greatness.

Many Parts

There is a lot of evidence that _____ teams outperform non-diverse teams, if the difference is _____.

Some tips for getting the best out of difference in teams:

1. Common purpose should be the lens through which all interactions and key choices are viewed.
2. As a leader, be _____. Be aware of and open about your own strengths and weaknesses and _____ enough to draw on the _____.
'The smartest thing I ever did was hire my weakness' Sarah Blakely
3. Recognise and call out the strengths of team members. Actively encourage people to lend their strengths and resources to the work of others and reward this. Cultivate a culture where asking for help is seen as strength rather than weakness.
4. Let others _____ where they are _____ to do so.
5. Get _____ being _____ – difference generates _____ at times, the trick is to use this tension to drive towards the shared purpose. Again, common purpose is the guiding light.
6. Accept being _____ and recognise the _____ required to challenge – so long as the motive is genuinely in pursuit of the shared purpose.