

TEAMWORK!

Creating a Path in the Same Direction

by Ron Gannett

A Definition

A team is a small number of people with complementary skills who are committed to a common purpose, performance goals and approach for which they hold themselves mutually accountable.

The Wisdom of Teams by Jon Katzenback
And Douglas Smith (Harper Business)

Team Dysfunction

❑ The Powers of Darkness

1. Preconceived opinions John 18:29-31



2. Misrepresentation of facts Luke 23:1-2



3. Shifting responsibility Luke 23:5-7



4. Friendship between enemies Luke 23:12



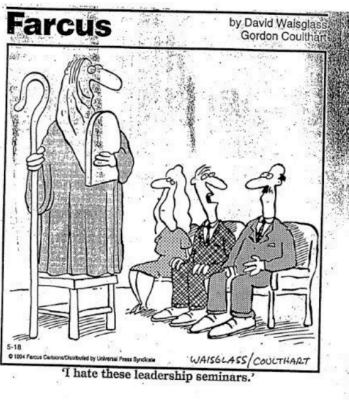
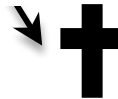
5. Ignoring spiritual sensitivities Matthew 27:19



6. Recruitment of the masses Matthew 27:20-23



7. Jealous motivations Matthew 27:18 and John 19:12



❑ Shining in the Dark

1. Have no fear of unfair people.
Luke 23:1-2 John 18:31

2. Refuse to play their unfair games.
Isaiah 53:7 Mark 15:3-5

3. Let your person make a statement.
Luke 23:3, 13-17, 22, 24-25

4. Take responsibility for your heart.
John 18:28-38 19:8-11

5. Look for God's purposes at work in you.
John 19:11 Luke 23:34

❑ The Five Dysfunctions of a Team

By Patrick Lencioni

1. Absence of Trust
2. Fear of Conflict
3. Inability to make a Commitment
4. Avoidance of Accountability
5. Inattention to Results

Team Essentials

❑ Vision

1. **Challenge** – a mandate that is urgent, meaningful and focused on others.
2. **Purpose** – an objective that is clearly defined and measurable.
3. **Leadership** – a serving role that integrates freedom with direction.

❑ Strategy

4. **Size** – a relational team that energizes high performance from both the individual and group (6-12 people).
5. **Skills** – a combination of gifted people with strong and balanced skills.
6. **Common Approach** – a group ethic that provides clear rules and parameters.
7. **Learning Organization** – a dynamic environment that fosters innovation and development through built-in educational opportunities.



❑ Accountability

8. **Meetings** – regular group communication that provides immediate and positive feedback.
9. **Paper Trail** – reports and forms that track progress and stimulate the basics.
10. **Covenant** – team values that inspire commitment and trust.