

Happy & Healthy Teams

Notes for the person facilitating this training are written in blue. It's important to read through all exercises and all blue text instructions when preparing to facilitate this training.

All videos can be previewed prior to the training session but be aware that this course has a two-month limited access. So the training needs to be completed within two months from the date of purchase.

The timing of each exercise is a guide only. For example, a larger group may need more time in sharing ideas from multiple small groups after a brainstorming exercise.

Allocate two and a half hours for this training, with a thirty minute break after Exercise #7 (around the eighty minute mark). If possible, provide tea and coffee and some light refreshments.

Set Up:

- Set up chairs around tables (ideally 6-7 per table)
- Cover tables with paper
- Place coloured markers on each table
- Place wrapped lollies on tables as treats (optional)

Need:

- Data projector
- Sound system

Introduction:

- Welcome people.
- Indicate timing of breaks and essential information for all in attendance (toilet locations, emergency exits...).
- Begin by committing the time to God in prayer.
- Encourage everyone to introduce themselves to those in their group if appropriate.

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Welcome people and open in prayer.

EXERCISE #1 (6 minutes, pair or triplet exercise)

1. Reflect on a team experience that was encouraging. What made it such a positive experience?
2. What are the characteristics of a great Team Leader?

Video #1: WHY DO PEOPLE VOLUNTEER?

Vol-on-taire means 'willing to do'.

People who are willing... give much... do much.

1. 81% said they wanted to work for a cause.

Volunteers want to be part of something bigger.

The big picture matters - it matters most.

...go and make disciples of all nations...

-Matthew 28:19

Volunteers need to see how their role serves the vision of their ministry.

Ministries need to see how their ministry serves the vision of the church.

The vision of each church needs to capture the great commission

and contextualise it for their people, their location, their time.

2. 61% said they wanted to understand the world better and develop their skills.

They want to learn and grow.

Training is an essential aspect of healthy teams.

3. 62% said they were enhanced in some way by the act of volunteering.

...remembering the words the Lord Jesus himself said: 'It is more blessed to give than to receive.'

-Acts 20:35

There is joy when people use their gifts to serve others.

There is real joy when people use their gifts to serve God and his kingdom.

4. 56% said they loved the social interaction.

Rosters are about getting the task done

Teams are about doing the task together

People need to know 'I'm not alone'

5. 36% said it was for a protective value.

Volunteers serve to reduce their guilt or negative feelings.

Warning: Never use guilt to motivate another.

This feeling comes from within a person; it should not be laid on a person.

6. 22% said it helped with career development.

To gain experience for work: trainee teacher, administrator

People are not a means to an end - they are the end.

Healthy teams develop under leaders who:

- Think carefully
- Act intentionally
- Encourage thoughtfully

Effective long-term ministry is done by teams, not by individuals.

EXERCISE #2 (8 minutes, pair or triplet exercise)

1. Which was your key motivation in stepping into your serving role?
2. Which motivation is key for you in continuing to serve?

3. Read through the quotes below. Reflect on one or two quotes in pairs.

If you want to go quickly, go alone. If you want to go far, go together.

-African Proverb

There are no well-rounded leaders, just well-rounded teams.

-Ray Galea

If you spend your life trying to be good at everything, you will never be great at anything... Perhaps the greatest misconception of all is that of the well-rounded leader.

-Tom Rathm, Strengths-Based Leadership

Two are better than one, because they have a good return for their labour. If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up. Also, if two lie down together, they will keep warm. But how can one keep warm alone? Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken.

-Ecclesiastes 4:9-12 (NIV)

Now to each one the manifestation of the Spirit is given for the common good... you are the body of Christ, and each one of you is a part of it.

-1 Corinthians 12:7, 27 (NIV)