



Team-Building for Success



Purpose:

Advance the development of team ministries within the church.

Objectives :

- Define “team” and the characteristics of an effective team.
- Identify the levels of team development and the elements of successful teaming.
- Discuss ways to enhance team effectiveness.

What is a team?

What are some behaviors of a successful team?

What are some behaviors of an ineffective team?

Levels of Team Development

Phase I: _____

Characteristics:

Phase II: _____

Characteristics:

Phase III: _____

Characteristics:

Phase IV: _____

Characteristics:

Factors of Team Success

The following is adapted from *Empowered Teams* by Richard S. Wellings, William c. Byham, and Jeanne M. Wilson (San Francisco, CA: Jossey-Bass Publishers, 1991).

1. _____

A portion of team's success will depend on the leader knowing, believing in, and _____ its purpose.

2. _____ Orientation

3. _____

Wellings, Byham, and Wilson says, "communication refers to the style and _____ of interactions both among members and between members and those outside the team."

As teams progress in team effectiveness, not only does communication open up between team members and others, but conflict and decision making is handled directly with those _____ rather than involving a third party.

4. _____

Does everyone participate?

Internal:

External:

5. _____

How dedicated are the team members?

A high level of commitment by team members results in members who make _____ for the good of the team, not their own personal goals.

6. _____

Do the team members believe each other will honor commitments, support each other, and follow through?

- Show Small _____
- Keep _____
- _____ and Honor Expectations
- Avoid _____ (Show Personal Integrity)
- _____

The above information is from Dr. Stephen Covey, *Seven Habits of Highly Effective People* (New York, NY: Fireside, 1989).

Events that Impact the Levels of Team Development

Internal events are those that happen within the team environment and impact the team.

Internal

External events happen outside the team environment, but have an impact on how the team functions.

External

