

Growing Collaborative Teams.

**“If you want to go fast you should go alone.
If you want to go far then you must go together.”
African proverb.**

Why is collaboration important?

Leadership becomes the property of the community rather than the property of one person.

This builds confidence

because most of the time followers will see decisions made by a group as being more reliable.

Collaboration tends to be more efficient and effective,
with a mixture of gifts able to come together.

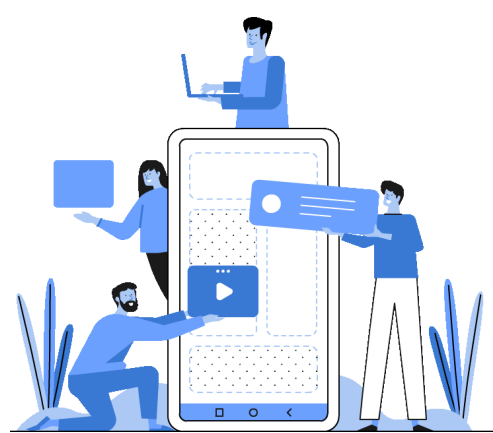
Collaboration builds community

and counteracts the loneliness which can be a cost of leadership.

Within an organisation it helps with coordination.



**A team is “working interdependently with others in a mutual, caring and complementary way, towards a shared, Kingdom honouring goal.”
(James Lawrence)**



What are the main features of a good team?

Being clear about our common purpose.

The most critical component is the owning of the clear task - the aim is not to get along but to get aligned.

A mixture of complementary gifts and skills necessary to get the task done.

A size of team which works.

An ideal number is between four to eight people.

Building teams in which a certain number of people already know each other is easier.

Having a balance between task and relationship.



Questions to ask myself in forming a team:

How have I helped them clarify the purpose?

Is there a good mix of the skills necessary to pursue that purpose in the team?

Where are the gaps?

How does the size of the team encourage everyone to engage well?

How is the balance between task and relationship in the team?



What are the challenges in developing a team?

Patrick Lencioni describes five things which teams can struggle with.

- 1 A lack of or absence of trust.**
The role of the leader may be to model vulnerability and spend time on relationships.
- 2 A fear of conflict.**
The role of a leader may be to name difficult issues in a safe but intentional way.
- 3 A lack of commitment.**
The role of the leader is to clarify expectations and perhaps make tough decisions about membership.
- 4 Avoiding accountability.**
The role of the leader will be to highlight any behaviours which are stopping the group carrying out its responsibilities.
- 5 Inattention to results.**
The role of the leader will be to keep attention on the evidence which shows the purpose is being carried out.

What skills and attitudes help a leader to build a good team?

The role of a team leader will be to act as a steward or facilitator by



Modelling collaborative behaviour.

Being both task and relationship oriented.

Investing in people.

The focus of supervision

Personal and task oriented.

It is about developing the person – in their **skills and character** – but also enabling them to see where their own area of service fits into the whole life and mission of the church or organization.

Good supervision may include

a combination of **reflection on their recent experience or work**, personal **support**, and **management of current tasks**.

Questions to ask myself when leading a team:

- How do my team know I am committed?**
- How am I modelling collaboration?**
- How do I build trust by demonstrating vulnerability?**
- How am I helping the team take responsibility for difficulties?**
- How am I helping the team look for evidence of progress?**
- Am I seeing people as means to an end or am I investing in others?**
- Do I supervise people in a holistic way?**

