

# A “GROUP”

(vs)

# A “TEAM”

(THE DIFFERENCE BETWEEN A DOWNWARD  
AND UPWARD MOVING TEAM)



- ◆ Passion Energizes Your Talent
- ◆ Teamwork Multiplies Your Talent
- ◆ Character Protects Your Talent

*“When each part of the body works together  
(as a team) the body will be healthy and growing.”*  
(Ephesians 4:16)

**Bill Kirk**

# A “GROUP” (VS.) A “TEAM”

*“If you could get all the people in an organization (team) rowing in the same direction, you could dominate any industry, in any market, against any competition, at any time.”* (Patrick Lencioni, in “The Five Dysfunctions of a Team.”)

**Question:** What’s the difference between a **group** and a **team**?

## A Team Has...

### 1. **Unified Vision!**

- What is our common goal?
- What is the preferred picture for our future?

### 2. **Shared Leadership!**

- Which means giving empowerment for others to act.
- So delegation can increase our fruitfulness.

### 3. **Clear Roles/Responsibilities!**

- Who will do what?
- Who is accountable to who?

### 4. **Access to the Leader!**

- Without fear of rejection and
- Mutual respect of one another.

### 5. **Meaningful Relationships!**

- Which is birthed in transparency & trust
- Trust is the glue that holds the team together.

### 6. **Honest Evaluations!**

- So that you can identify pitfalls (dysfunctions) that inhibit optimal team performance.
- So you can address the obstacles and hurdles to go over.

### 7. **Strategies and Executable Action!**

- That will enhance the overall performance and strength and effectiveness of the team.
- That will bring change for the glory of God!

## Remember

- **A healthy team is not absent of conflict; a healthy team simply understands (and encourages) healthy debate of ideas – to come up with solutions and ownership!**
- **There is no “I” in “we”.** (Phil Jackson, Head Coach, L.A. Lakers)

Nuf Sed!  
Bill Kirk

# TEAM DYNAMICS

A DOWNWARD MOVING TEAM	AN UPWARD MOVING TEAM
1. Team members <b>shield</b> those in authority from the grim facts and harsh realities around them (for fear of being labeled as disloyal or pessimistic).	1. Team members give the unpleasant <b>facts</b> to be discussed (the leader doesn't attack those who deliver the harsh realities).
2. Team members argue to look smart and to improve their <b>own</b> interests (rather than argue to find the best solutions to support the overall cause).	2. Team members may argue and debate (not to improve their personal position, but to find the best <b>answers</b> to support the overall cause).
3. Team members seek as much credit as possible for <b>themselves</b> yet do not enjoy the confidence of their peers.	3. Team members credit other <b>people</b> for success (and enjoy the confidence of his or her peers)
4. Team members fail to deliver results and <b>blame</b> other people or outside factors for their setbacks, mistakes and failings (they seek culprits instead of wisdom).	4. Team members deliver good results and accept full responsibility when there is a setback (they learn from mistakes and seek for <b>wisdom</b> from painful experiences).
5. Team members do not unify to make a leader's decisions successful (or worse, they <b>undermine</b> the leader's decision after the fact).	5. Team members unify behind a decision once made and <b>work</b> to make it succeed (even if they vigorously disagreed with the decision).

## REMEMBER THIS:

◆ An ego driven leader focuses on their own image, is threatened by negative feedback, interprets all data in terms of **self** preservation, relates to people in terms of "threat" or "no threat" and isolates, stifles and divides a team!

◆ A true spiritual (healthy) leader focuses on the potential of others, is not territorial, values feedback and ways to **improve**, refuses to intimidate or manipulate, releases others to make choices and unites and empowers the team!

# “MAXIMIZING YOUR EFFECTIVENESS”

(As You Lead and Serve on the Team)

1. **Passion energizes your talent and gifting!**  
(What is it that keeps the fire burning in our hearts?)

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2. **Focus directs your talent and gifting!**  
(How do you overcome a multitude of distractions?)

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3. **Teachability expands your talent and gifting!**  
(What is the great reward of being teachable?)

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4. **Relationships influence your talent and gifting!**  
(What does it mean that we are a body with many parts?)

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5. **Perseverance sustains your talent and gifting!**  
(What is perseverance to you?)

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6. **Teamwork multiplies your talent and gifting!**  
(What is the greatest joy of working with others?)

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7. **Character protects your talent and gifting!**  
(Why must we walk the talk and model integrity?)

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**Fact: Teamwork divides the effort and multiplies the effect!**

**Fact: Developing talent without developing character is a dead-end street!**

**Fact: You can't get where you are going if you only travel on the sunny days!**

**Fact: None of us is as smart as all the rest of us!**

**Fact: If we stand still we will lose sight of God, for God is always moving forward!**

Nuf Sed!  
Bill Kirk

# “For Leaders to Grow”

(And move forward as a team – we must consider)

## **G**oal setting which forces us to ask:

- ◆ Where have we been?
- ◆ Where are we now?
- ◆ Where are we going?
- ◆ How are we going to get there?

## **R**eality check which means:

- ◆ Honest assessment and a willingness to ask the hard questions (even if it hurts).
- ◆ We bury our ego here so that we can grow beyond previous boundaries!

## **O**ptions and alternatives which means:

- ◆ What choices are before us that could help us to advance the kingdom of God.
- ◆ What else should we consider, look at and think about in moving forward?

## **W**hat's to be done; by whom, by when – that we can measure and evaluate?

**Fact:** “*No plan is worth the paper it's printed on unless it starts you going.*” (William Danforth, former Chancellor of Washington University in St Louis)

**Fact:** You've removed most of the roadblocks to progress when you know the difference between motion and direction.

**Fact:** You can focus on the past and waste today or you can focus on today and get a better!

# THE DIFFERENCE BETWEEN (Fruit vs. Firewood)

*“He that abides in me brings forth much **fruit**; for without me you can do nothing. If a man abides not in me he is cast forth as a branch and is withered; and men gather them, and cast them into the **fire** and they are burned.” (John 15:5, 6)*

## Ministry “Achieved”

(Firewood)

1. **Done in the power of self**.....
  - ◆ Self reliant
  - ◆ Sell exalting
  - ◆ Self centered
  - ◆ Self led
2. **Led by glamour boys**.....
  - ◆ Style oriented
3. **Manipulated by man**.....
  - ◆ Worked up
4. **Artificial growth**.....
  - ◆ Ignites quickly (flashy & flamboyant)
5. **Leads by intimidation**.....
  - ◆ Manipulates & dictates
6. **Lives for approval**.....
  - ◆ Uses statistics to defend itself
7. **Big me – small God**.....
  - ◆ Horizontal (man centered)
8. **Finds rest in personal success**.....
  - ◆ Feels threatened & endangered
  - ◆ Compares & competes
9. **Boasts in man’s ability**.....
  - ◆ Revels in the flesh
10. **Not sustained**.....
  - ◆ Doesn’t last long
11. **Results in burnout**.....
  - ◆ Can never do enough (driven)
12. **Fails if it succeeds**.....  
(Temporal)

## Ministry “Received”

(Fruit)

1. **Done in the power of God**
  - ◆ God exalting
  - ◆ Christ centered
  - ◆ Spirit led
  - ◆ Word focused
2. **Led by humble servants**
  - ◆ Substance oriented
3. **Given by God**
  - ◆ Prayed down
4. **Organic growth**
  - ◆ Non-drastring (grows roots underground)
5. **Leads by example**
  - ◆ Models & cooperates
6. **Lives with approval**
  - ◆ Needs no stats or defense
7. **Big God- small me**
  - ◆ Vertical (Christ centered)
8. **Finds rest in personal savior**
  - ◆ Rejoices with peace
  - ◆ Is secure in its calling
9. **Boasts in the cross**
  - ◆ (Nuf Sed!)
10. **Sustainable & timeless**
  - ◆ Endures over time
11. **Results in strength**
  - ◆ Can rest with contentment (called)
12. **Succeeds if it fails**  
(Eternal)

Amen  
Bill Kirk