

# MODULE 8: BUILDING A HEALTHY TEAM

# INTRODUCTION

In this module, **Melanie Forsythe-Lee** teaches how a leader can intentionally build a healthy team through clear communication and expectations.



These two videos will help you answer two central questions:

1. What are the necessary components of a healthy team culture?
2. And how can I intentionally build a healthy team?

# SESSION 1: BUILDING A HEALTHY TEAM (PART 1)

## *Video Notes*

- 1. Every healthy team needs a leader.** A leader is an overseer who sets the tone and takes responsibility for a team.
- 2. A team leader needs to articulate and share the “why” of the team.** The truth is that a team needs a “why” that is deeper than the “imminent now” knee-jerk response to a felt need. The leader needs to discern, articulate, and share the “why” with the people they recruit onto their team.
- 3. A leader must establish the team's “who.”** The most effective way for a leader to build a team is to recruit people using the team’s “why.” The leader is the number one selling point of the team and their job is to get out and pitch their vision.
- 4. A leader must clearly communicate the team's “how.”** Before you start recruiting your team, define the practicalities of being a successful member.
- 5. A leader needs to communicate the “what” of the team clearly.** Clarity is a gift to the people you are leading. Specifically, you must be able to communicate what they need to be and do in order to fill their role.

# SESSION 1: BUILDING A HEALTHY TEAM (PART 1)

## *Reflection Questions*

1. Think about the team that you are a part of in your church. Is the “why” communicated and understood well among your team members? Explain your answer.
2. Describe the “who” of your team. As a team member or leader, do you consider it your responsibility to personally recruit others to join your team? If so, how do you go about doing that? If not, why not, and who do you think is responsible for recruiting new team members?
3. When you consider your team's "how," is this clearly defined? For example, is it clear how to sign up for the team, how many times to meet, how the team communicates, etc.?

If so, how has that helped you to lead or participate in your team?

If not, how has that impacted your experience on the team?

4. When you think about how leaders communicate the “what” of the team(s) you lead or participate in, how would you rate the communication on a scale from 1 to 10: 1 = very poor; 10 = excellent? Why did you give your team that rating? What would you change if you could?

## SESSION 2: BUILDING A HEALTHY TEAM (PART 2)

### *Video Notes*

**1. Culture = the soul of your team. The team leader creates the culture.**

Your team will flourish when you are in a healthy place inside yourself, emotionally and spiritually. Conversely, your capacity to receive feedback is limited when you hide a part of your life from others or if you are unable to be honest about your struggles and situations that feel out of control. This can lead to feeling like a failure, being short-tempered, feeling defensive, and negative thoughts.

**2. Leaders can take intentional steps to create a healthy team culture.** In a healthy culture, everyone on the team feels comfortable communicating with one another and with the leader. To do this, a leader must:

- *Develop self-awareness.* Be aware of your needs and biases and be brutally aware of your motivations.
- *Encourage transparency and honesty.* Your team will only be as transparent and honest with you as you are with them.
- *Expresses the importance of every role.* Some form of hierarchy will likely exist for accountability, but a healthy team values all perspectives.
- *Model grace.* Make your team the most gracious environment on earth.
- *Create a feedback-friendly environment.* You are responsible for your reactions, and how you respond matters.

- *Model co-discernment.* You DO NOT have to make all of the decisions.
- *Ask, “What voices are we missing?”* This question sets your team on mission and allows them to invite others who are not in the room to give perspective.
- *Make time for fun!* Shared experience is what bonds a team together.

**3. The leader sets the culture, but it should quickly spread to the team.**

You will know this is happening when your team starts to live out and reinforce the culture that you, as a leader, are trying to cultivate.

## SESSION 2: BUILDING A HEALTHY TEAM (PART 2)

### *Reflection Questions*

- 1.** Based on Melanie's teaching, how healthy is the culture of the team you are a part of? How does it feel to be a part of your team? What is the emotional environment of your team? How are people treated? Are feedback and questions welcomed or discouraged?
- 2.** A leader's emotional and spiritual health can directly impact the team's health. Think of a time when you were led by someone you considered emotionally and spiritually healthy. What was that experience like for you?

Now, think of a time when you were led by someone who was not emotionally and spiritually healthy. What was that experience like for you? If you don't have this experience, what do you imagine it would have been like to be led by a person like this?

- 3.** Melanie described eight keys that help create a healthy team culture. Which of these areas is most difficult for you as a leader? Explain your answer.

# ACTIVATION ASSIGNMENT

## *Put This Into Practice*

This module was all about how to build a healthy team culture.

As you begin this time of reflection, take a few minutes to pray. Ask the Holy Spirit to show you what He sees, and take an honest look at the health of your leadership and your team. Commit to letting Him correct you, encourage you, and challenge you.

Then, answer the following questions.

**What is the group/team you currently serve or lead?**

**What is your current involvement in this group or team?**

- **Member**
- **Apprenticing for Leadership**
- **Leader**
- **Other**

**To the best of your ability, describe:**

- **The “why” of this team or group.** Could other members of this group/team clearly articulate the “why?”
- **Describe the “who” of this team or group.** Who can be involved, and how do new people join? Could other members of this group/team clearly articulate the “who?”

- **Describe the “how” of this team or group.** How do people sign up? Is there training required? How many times do we need to meet? How does the team communicate? Could other members of this group/team clearly articulate the “how?”

**Whether or not you are currently leading, take some time to evaluate yourself in the areas Melanie listed as crucial to building a healthy team culture. Rate yourself on a scale of 1-10: 1: Needs lots of improvement; 10: Hitting it out of the park.**

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- *Model co-discernment.* You DO NOT have to make all of the decisions.
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**What is your vision for your team? Take some time to think it through, and write down what you think might help the culture of your ministry team to grow. What would it look like for your team to flourish?**

**What action steps do you need to take today to start working towards this vision of a flourishing team?**