

Leading your team to the next level

*A team is a group of people intentionally gathered together to achieve a common mission.
As a pastor part of our job is to organize God's people into teams to accomplish the mission.*

1. Team leader goes to the next level first.
 - New decision
 - New vision
 - New Pressure
 - New Habits
 - New Reality

2. Team leader sets a next level bar.
 - Create higher expectations.

 - Allow less shenanigans.

3. Team leader gathers next level players.
 - Develop existing players to the next level.
 - A leadership culture is big on both results and development
 - i. Results without development creates a culture of fear

- ii. Development without results creates a culture of complacency.
- iii. Neither development nor results creates a culture of stagnation.
- iv. Development and results creates a culture of growth.

- The best development occurs in the context of three realities.
 - i. Stretch assignments
 - ii. Feedback intense environment
 - iii. A coach who believes
- Development requires developmental confrontation.
 - i. Developmental confrontation is clear but kind.
 - ii. Developmental confrontation is tough truth rooted in big belief.
 - iii. Developmental confrontation is an invitation not an indictment.
 - iv. Developmental confrontation engenders gratitude and loyalty.

- Recruit new players already at the next level.
 - Recruit with a leader's mind and not a pastor's heart.
 - Don't look for "nothing wrong." Look for "something right."
 - Have a set of questions that give clarity to discernment.
 - Be careful what you catch someone with.
 - Recruiting is always a risk. Keep taking it.

4. Team leader resolves underperformance with decisiveness and dignity.

- Train up with patience.
- Transfer over with hope.
- Transition out with honor.

5. Rinse and Repeat