

LEADER CONVERSATION GUIDE

Get Your Church Staff Unstuck

Episode 114

Great Teams Focus on Both Relationships AND Results

We've found many church staff teams operate in one of two extremes: They get along with each other but struggle to execute plans... or they are impressively productive but unhealthy and dysfunctional.

The undercurrent is often that we church leaders can get so busy "doing" ministry that we never think about how we "do" team. It's the Sunday's always coming syndrome. But the truth is, a church's kingdom impact is directly correlated with the health and performance of its team. Your team is the most valuable asset you have in making progress toward your vision.

Great teams focus on both relationships and results. In this episode, we're sharing a portion of our recent webinar featuring Tony Morgan, Amy Anderson and Lance Witt, where we shared what we're learning about healthy, high-performing church staff teams. Consider taking some of the following next steps to have both a healthy and high performing team:

Identify the Root Cause of Team Dysfunction

- Evaluate your organization to determine if you have a bent more toward relationships or results.
- Determine if there are any dysfunctional issues with the emotional health of the senior leadership team that may also be affecting the organization.

Implement Best Practices for Improving Team Health

- Provide clarity for team goals, priorities, wins and strategy.
- Paint a very clear, big picture of where you want the entire organization to go.
- Reward leaders for engaging other people in the vision, rather than for what they contribute or achieve individually.
- Develop a strategy for having more effective team meetings.
- Start having honest conversations about the issues you are experiencing.
- Stop avoiding difficult conversations.
- Develop better conflict management skills.
- Keep short accounts with your team.

- Teach your team how to both work really hard and how to unplug really hard.
- Find things outside of your ministry that build richness and add texture to your life.

Next Steps

- With your team, take some of the following next steps:
 - Determine if more of your focus is currently bent toward **relationships** or **results**.
 - List three specific dysfunctions that have resulted from being out of balance in one of these two areas.
 - Are there any specific areas affecting the emotional health of the senior leadership team that may have a wide reaching impact on the organization?
 - Together, listen to [Bad Meetings: Why They're Bad & How to Make Them Better](#). Determine if your current meeting strategy is producing the desired results.
 - Discuss how your team can improve the way they manage conflict and difficult conversations.
 - Take a few moments to discuss the current pace of your team. What are some changes that need to happen?
- **Are you interested in building a healthy, high-performing team?**
We have some exciting resources coming in the near future. If you want to be among the first to know, [let us know here](#).

Listen to the episode on iTunes or at theunstuckgroup.com/episode114.