

Teamwork Training, 5/21/11

Application Review

— Jay Hunemuller

Everything rises and falls on leadership, and what does leadership fall on? Communication. How many people remember the story of . . . and Continental Airlines. He brought that company from worst to first, through communication.

How many have something from last week that you wanted to share?

— Rod Williams

I liked that Debbie spoke about going to your leader with a criticism that could help make things better.

— Todd Williams

I liked the part about “avoid the hammock speech.” I got a lot out of that.

And if the middle is soft, what do you do with it?

— Jesse Rairdon

Take it out. I also liked what the captain shared about communication having a result in the long run.

— Debbie Paine

I liked the part about the puzzle pieces, because I tend to over-explain things.

We had the “three C’s” about communication from leader to teammates:

- Consistent
- Clear
- Courteous

Also, in communication among teammates, we’re supposed to be supportive. We should give more than get. Also, we need to stay current, not going over the mistakes of the past. And also, we need to be vulnerable. Be honest. Be real.

From the team to the public, we talked about the “three R’s”:

- Receptive
- Responsive
- Realistic

We talked about leaders being good listeners.

How well do you and your team leader communicate?

Does anyone have thoughts on the first Application question?

— Ron Stamm

I put A's on all of them, because my team leader is Matt Selby.

I did too. Then when I got to the next section, I realized that I tend to be more critical of myself.

List at least three methods you can use to break boredom in delivering messages to your team.

- Use humor
- Use analogies
- Use visuals

In your current organization, what events or actions can you arrange that will help team members form relationships?

I put down some things:

- Everyone likes to eat, so take them out to eat.
- Go to a workshop.
- Organize charity events.
- Do some role-playing

List three simple yet practical ways you can encourage people to put energy into becoming more likable.

I'd like to start by asking a question: What do you see as benefits of being likable?

- I think people are more ready to engage you in communication.
- Your countenance.
- It helps when you are recruiting.

So that's what I put down. Ask them, "What are the benefits of being likable?" Then I ask them, "How can you make sure that purpose is being met?"

I think about Teddy Roosevelt. He set the example. Whenever he was meeting with somebody, he learned all he could about that person, and started the meeting by asking them questions and talking about them.

The other thing I would do is to encourage everyone to read or re-read "How to Win Friends and Influence People." Aside from the Bible, that's one of the best books you can read.

The Law Of The Edge

— Rod Williams

When I was preparing for the Law of the Edge, I never thought about having an "edge" in anything I've done. I just thought about doing it. But reading this chapter made me step back and think, in all my career, have I done things to provide my team with an edge that the other team didn't have. When I lived in Charlotte, I was an assistant coach of a team that was the opposite of undefeated. We never won a game. And I was so mad and frustrated, because when I played ball, we would win. There was a particular team that was so good that people used to move to that area just so their kids could play on that team.

For this morning's exercise, you have a sheet of paper in front of you. I'd like you, as a team, to write down three examples of people who had strong leadership. Also, write the scenario of what they did, and how they had impact. So for each of the three examples, I want you to write:

1. The person.
2. The situation.
3. How you felt about it.

All right. Who would like to be the first to share?

Our boss every year organizes a charity drive, where you have to ask every customer if they would like to donate. We have been the champion in our district, every year, in this category. This past year, we were behind, compared with other stores in our district. So our boss got in front of everyone and told the same passionate story that he tells every year, and then he promised us all a celebration party if we won the trophy again this year.

I was on a bowling team that was in last place, mid-way through the season. But then our captain decided to take personal time with each of us to show us better technique. So we wound up in second place.

I wanted to remember Pastor Paine was the pastor when Joe Watson and Rick Hahn were leading the military ministry, and we saw about twenty-five people get saved over the holidays.

Mister Walsh was our Junior High swim team coach. I learned to swim, but I wasn't that great. He used to push us quite a bit, in a good way. And as a team, we won quite a bit. I remember one time when I beat the person who was always the best in the breast stroke.

We had a "Say No to Drugs" rally, and my father was successful in bringing politicians from the governor all the way down, and a professional football player, together together with thousands of people.

Rick Hahn stepped into IT when there was a big disconnect between IT and leadership. He bridged the gap and taught us how to communicate with each other. Then he stepped out.

Mike Hopek hasn't taken a break for the last two years, so he took a break this month just to spend some time with the congregation. So Larry Glander took his place for this month. And Larry is a guy who loves to teach. So I've been working with him, troubleshooting stuff, and learning about the board. He has a capacity and a desire to teach, and I admire that ability. I admire how he appreciates the little things. I'm the kind of guy who doesn't really accept praise well.

When I first got to the ministry, I was shy and timid about everything. Back then, I'd be afraid of you.

You should be, now.

(Laughter)

So because of his leadership, I learned to go to people no matter what the situation. I was in a Helicopter school that had a 75% attrition rate, and I had claimed before God that I was going to pass. The first week, I failed the test. But the second week, I got a 100. And by the third week, everyone was asking me for prayer for their tests.

I remember a petty officer who always had everything in order. He knew exactly what the chiefs would ask when he got off watch, and had his answers ready. That really stuck with me.

Pastor Saniatan always expected results, no matter what. I appreciate that. It might have been a situation that he didn't really want to deal with, but he said, "Okay, let's go. Let's deal with it."

The woman who led the dance company that I was involved with always made sure that everyone could participate. She did the behind-the-scenes work to enable each of us. She talked with her mentor about each of us, and got his comments, and shared them with us.

We picked Martin Luther King, in his global vision of everyone seeing the good in their fellow men. That impacted all of us.

We also picked Bill Gates. We all now participate in social networking, but it was his vision that enabled all of that.

My Aunt always saw the good in folks. She was a truth-teller, and she always encouraged people to do more.

I noticed that nobody mentioned Jesus.

We're going to have a Bible study about that in a moment. So without further ado, I'd like to bring Rod Williams up.

— Rod Williams (again)

I'm very excited about this lesson, about the law of the edge. It's about the difference between two equally-talented teams: leadership.

[Proverbs 29:2, 4]

Leadership is the key to any organization. Everything rises and falls on leadership. So I'm looking out right now and I'm putting a "10" on everyone's foreheads, and I'm calling everyone a leader. So Open your books to page 223 and read starting

Everyone here is a leader. Whether you're a leader in ministry, or a mom, or a band director, you're all leaders. In the Law of the Lid, Maxwell talked about wherever you are as a leader, you'll attract people who are no more talented than yourself. So wherever you are, if you develop yourself, your team will develop also.

Leaders aren't satisfied with the status quo.

They ask, "How can we improve things?" They have an entrepreneurial spirit. They look for innovative ways to change things. Sometimes they challenge their leaders. I was a second class, and there was a third class under me who was extremely smart. He saw me doing something and asked, "Why are you doing it that way?" ...

Leaders inspire a shared vision.

They get a vision, and they take it from "me" to "we". They communicate their vision to everyone on the team.

Leaders enable others to act.

Leaders are like cats. They get it going; they train people up, and then they let you do it. How many of you have had a leader who tried to micro-manage everything? How many of you have had that leader who just enabled you and said "If you need anything, we'll make sure it happens."

Leaders model the way.

Some people say "do as I say, not as I do." I never heard that, growing up, but some people have. Leaders model the way. They show people how it's done. If a leader doesn't do that consistently, then the teammates communicate with each other, and they'll realize that you're sending a divided message.

The leader encourages the heart.

There's nothing like good encouragement. Leaders should be the chief encouragers. The situation might be down; there might be some tough things that

people are going through, and a leader provides encouragement. Encouragement is like oxygen for the soul. Some people say they need criticism more than encouragement, but everyone needs encouragement.

Leaders should always find themselves multiplying themselves through others. Make sure you're a good leader. Make sure you're setting a *good* example. Adolph Hitler was a leader, but he wasn't setting the right example. We want to make sure that we are setting a high standard of morals. We want to make sure that we're leading people in the right direction.

When I was in school, I was one of those kids who was always clowning around. We had a teacher, Mr. Walsh, who taught the class that I was clowning around in. We had a test, and I was cheating. I had the book open on my desk and everything. So he got up from his desk and caught me with my head down. So I threw my book and papers and everything up in the air. Everyone laughed, but I felt like, "What kind of example am I setting?" I was on the football team. In fact, I was the captain of the football team. To this day, I remember that situation.

How many of us like to win?

(Nearly every hand raised.)

Everyone loves a winner. They like being on your team, if you are on the winning team. So if you're the leader of a team, and you want to give your team the best chance of winning, and that takes work. Mary, I like the example you gave of a leader who worked with each person's strengths, and not only that, but got guidance from her mentor on how to use each of you better.

If a leader has a concern, it should be about how to benefit "us." It shouldn't be about "me." We should always be on the lookout for other's needs and benefits first. If we don't, the team won't have unity. I've heard the term for years: "He's only out for himself."

Leadership is all about understanding players, bringing them together, and getting them to reach their potential as a team.

I want to thank you all for being a part. I can honestly say that there is no greater organization than the one I'm in. And that's because of the hearts of everyone here.