

LEADERSHIP

AT THE RIDGE

Creative Arts – Team Lead Module 2 – Invest in Team Members Through Intentional and Encouraging 1:1s

Core Competency 1

Invest in team members through intentional and encouraging 1:1 meetings.

Objective

Meeting with individual team members allows the overall team to grow in abilities and it allows the relationship between you and your team member to grow as well. The goal of a 1:1 is to help each person take steps spiritually and in serving at The Ridge.

Assignments Overview

Assignment 1 | Watch video and read Colossians 3:12-16 (NIV) and answer the questions below.

Assignment 2 | Read the article from *The Christian Post* and answer the questions below.

Assignment 3 | Read the blog entry and answer the questions below.

Assignment 1

Watch [this video](#), read [Colossians 3:12-16](#) (NIV), and reflect with the questions below.

Questions

1. Think of a time when you were in a meeting like the YouTube video portrayed. Understanding how real people can fall into these stereotypes can help you keep your tendencies as a leader in check and allow you to bring out the best in those you're leading. Do you tend to behave like one of the characters you saw?
2. What stood out to you most while reading the verses from Colossians?
3. Do you see a contradiction between how many "workplace" meetings are and how God wants us to be when interacting with others? If so, how would you resolve the tension?
4. Have you learned anything or focused in on anything new that you want to bring to your 1:1's with your team?

Assignment 2

Reflect on [this article](#) and answer the questions.

Questions

1. Who's the glue that keeps you at The Ridge? How has your answer changed over time?
2. How can God use relationships to move the mission of The Ridge forward?
3. What steps can you take to become the glue (or a part of the glue) that ties your team members to The Ridge?
4. How can a positive and growing friendship enhance a 1:1 meeting?
5. In what ways have relationships helped you take spiritual steps?

Assignment 3

Reflect on [this blog](#) and answer the questions below.

Questions

1. What stood out to you most?
2. What are some things suggested here that you feel should be part of a 1:1 that you hadn't considered before?
3. What intimidates you about holding 1:1 meetings with team members? What excites you?
4. Can you think of anyone on your team that may resist the idea of a 1:1? If so, please brainstorm ways to overcome that potential challenge.
5. How do you see 1:1 meetings improving relationships within your team?

Assignment 4

This section will provide what we consider to be "best practices" for holding a 1:1 meeting at The Ridge.

Read

Read the following best practice questions for holding a 1:1 meeting.

It's important to cover as much ground as possible during 1:1 meetings as possible. This allows you to connect with your team member, find out more about them and how their time serving on the team is going. Ask these questions:

- How are you?
- What are you celebrating?

- What challenges are you facing?
- How will you tackle those challenges?
- How can I help you?
- Did I miss anything?
- How can I pray for you?

Leadership Takeaways

What are at least two LEADERSHIP TAKEAWAYS from this module? Be prepared to discuss with your group.

- 1.
- 2.