

LEADERSHIP

AT THE RIDGE

Ministry Lead Module 1 – Cultivate a Healthy Team Culture

Core Competency

Cultivate a healthy team culture.

Objective

Identify the common elements of how to create and sustain a healthy team culture.

Assignments Overview

Assignment 1 | Read John 15:1-17

Assignment 2 | Read *The Five Dysfunctions of a Team* by Patrick Lencioni

- o <https://www.amazon.com/Five-Dysfunctions-Team-Leadership-Fable/dp/0787960756>

Assignment 1

John 15:1-17

"I am the true vine, and my Father is the gardener. ² He cuts off every branch in me that bears no fruit, while every branch that does bear fruit he prunes^[a] so that it will be even more fruitful. ³ You are already clean because of the word I have spoken to you. ⁴ Remain in me, as I also remain in you. No branch can bear fruit by itself; it must remain in the vine. Neither can you bear fruit unless you remain in me.

⁵ "I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing. ⁶ If you do not remain in me, you are like a branch that is thrown away and withers; such branches are picked up, thrown into the fire and burned. ⁷ If you remain in me and my words remain in you, ask whatever you wish, and it will be done for you. ⁸ This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples.

⁹ "As the Father has loved me, so have I loved you. Now remain in my love.¹⁰ If you keep my commands, you will remain in my love, just as I have kept my Father's commands and remain in his love. ¹¹ I have told you this so that my joy may be in you and that your joy may be complete. ¹² My command is this: Love each other as I have loved you. ¹³ Greater love has no one than this: to lay down one's life for one's friends. ¹⁴ You are my friends if you do what I command. ¹⁵ I no longer call you servants, because a servant does not know his master's business. Instead, I have called you friends, for everything that I learned from my Father I have made known to you. ¹⁶ You did not choose me, but I chose you and appointed you so that you

might go and bear fruit—fruit that will last—and so that whatever you ask in my name the Father will give you. ¹⁷ This is my command: Love each other.

Questions

1. Jesus tells us that He is the vine, God is the farmer, and that we are the branches. What do you think He is trying to show with this illustration? How can this also apply to a team?
2. What does Jesus say about branches that are attached to the vine vs. branches that are not?
3. Have you ever been a part of a divided team? What were the results?
4. Have you ever been a part of a team that not only was in alignment, but had a “farmer” figure keeping the environment around the team healthy? What was the result?
5. What can we learn from the vine to better build our teams?

Assignment 2

*Read *The Five Dysfunctions of a Team* by Patrick Lencioni*

[Excerpt from *Five Dysfunctions of a Team*]

“As difficult as it is to build a cohesive team, it is not complicated. In fact, keeping it simple is critical, whether you run the executive staff at a multinational company, a small department within a larger organization, or even if you are merely a member of a team that needs improvement.... ”

5 dysfunctions of a team



Questions

1. We read in 5 Dysfunctions: “Teams that lack trust waste inordinate amounts of time and energy managing behaviors and interactions within the group.” What does it look like when members of a healthy team DO trust one another?
2. Author Patrick Lencioni states “Great teams do not hold back with one another. They are unafraid to air their dirty laundry. They admit their mistakes, their weaknesses, and their concerns without fear of reprisal.” Do you believe that avoiding conflict and creating an artificial harmony on a team is helpful or hurtful? How do you navigate conflict while trying to build a healthy culture?
3. What does a team that fails to commit look like? What does the team that DOES commit look like?
4. “The need to avoid interpersonal discomfort prevents team members from holding one another accountable.” Have you ever had a time in your life when someone you know or work with avoided accountability? How did you navigate that?
5. A team member must be able to look at the results and know if they met the target; How do you keep yourself and the team results focused?

Leadership Takeaways

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

- 1.
- 2.