CHOOSING TEAMMATES

1.The Beginning: Find Disciples

The process of discerning who to invite on to your Leadership Team (LT) starts by turning to The Holy Spirit. When identifying possible members for the team, meet with them one on one. As the Pastor and team leader, share your vision for the parish and what part this team will play. Invite them into a period of prayer and discernment alongside you.

2. Model the Model: Servant Leadership

As leaders, we need to embrace the servant leader model. “Authentic leadership forges relationships, fosters loyalty, and inspires people to action” (Father James Mallon). Servant leaders support others, equipping them to be fruitful in the Church, unleashing their gifts so that they might bless the Church. This is the model our Lord displays at the Last Supper and at Pentecost.

3. Find the Balance: Create a Well Rounded Team

Take time to understand your own leadership, your strengths and your blindspots. Seek those who can balance what you bring to the table. Encourage those discerning to reflect on this too. It will help them see how they fit into your team and allow them to form other teams with the parish to support themselves and the mission. Leaders form other leaders and multiply growth by empowering others.

Team Formation Principles

FACT
- Faithful
- Available
- Contagious
- Teachable

Balance of Strengths
- Strategic Thinking
- Executing
- Influencing
- Relationship Building

Spiritual Gifts
- Apostolic
- Prophetic
- Evangelistic
- Shepard
- Teacher

4 Non-Negotiables
- Unanimity of vision
- Balance of Strengths
- Vulnerability & Trust
- Healthy Conflict

Tuckmann’s Stages of Team Formation

- Forming - the team is assembled and its purpose is defined
- Storming - the team explores their relationships and how to work together
- Norming - the team settles on best practices
- Performing - the team has resolved its relationships and is producing results
- Adjourning - the team disbands

Maxwell’s Levels of Leadership

1. Position - people follow you because they have to
2. Permission - people follow you because they want to
3. Production - people follow you because of what you have done for an organization
4. People Development - people follow you because of what you have done for them
5. Pinnacle - people follow you because of who you are and what you represent

Learn More

Divine Renovation offers no-cost coaching supports and resources on these concepts and so much more. Visit our website to connect with a Regional Guide to find out more.

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