

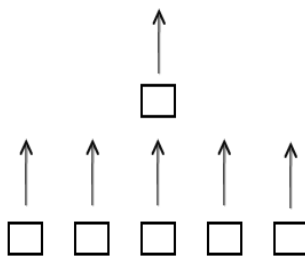
Leadership 101

Lesson 2 Team Dynamics

New Life Pentecostal Church

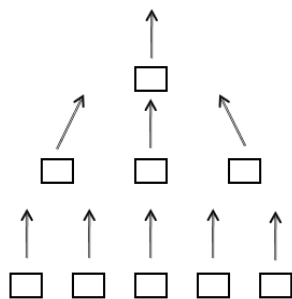
Team Classifications

Simple team



In a simple team the leader sets the direction and all move in their direction because they ‘follow their leader’. In a simple team, small group dynamics will dictate the communication styles. If a person can ‘just follow directions’ they can probably function on this type of a team. This is the starting place for almost all teams; and the ending place for any team that can not develop leadership skills in the original group of followers. Loss of the leader often equals a loss of direction for this group.

Complex team



In a complex team an ‘inner circle’ of ‘follower/leaders’ is mentored by the leader to achieve ‘common goal synchronization’. It is imperative that there be cross group collaboration, role clarity and deep levels of communication in a complex team. A person must be able to both ‘follow’ as well as ‘carry’ directions both up and down stream. This model is designed for a growth organization. Leadership is divested across the team so loss of a leader often equals opportunity for growth for second tier leadership.

Leadership Ability Quota

Leaders come with varying degrees of Ability. A way to measure this is with a Leadership Ability Quota (LAQ). This is similar to an IQ, but judges a person ability to lead, not learn. If the LAQ (number value) is set from 1-10 it has been shown that a leader with a Leadership Ability of 8 can probably lead a 7 or a 6. A person with a LAQ of 8 will not long follow a leader with a LAQ of 6. Leadership Ability Quota can be increased through experience and training. You can determine the LAQ of a leader by reviewing the LAQ of their following. Do they attract and retain other leaders? Then they have a high LAQ.

SIMPE TEAM

An organization made up of all followers (people with Low LAQ) probably has a leader with a Leadership Ability Quota of 6. He may be a great leader, but he only attracts and retains followers (LAQ of 5 and below). This group will naturally stay at a simple team model for lack

of the leader's ability to retain and use 'tier two leaders'.

COMPLEX TEAM

An organization with followers having LAQ scores of 7 and above will only stay on the team if their leader has a Leadership Ability Quota of 8 or above. This group will naturally evolve into a complex team model with high LAQ followers becoming 'tier two leaders'.

Changing the team requires leadership growth at all levels

The only way to move from simple team model to a complex team model is to upgrade the Leadership Ability Quota across an entire organization. This is the stated goal of this New Life Pentecostal's Leadership 101 class. Training, real life experiences and Spiritual growth will increase each of our LAQ scores and therefore allow for second and third tier growth of leaders in our church. We plan to facilitate this through our Wednesday night **Empowerment Meetings** where leadership is incubated in

1. Our Weekly Cell Meetings that are designed to create a dynamic atmosphere that fosters the need for leadership among our members.
2. Our New Youth Activities promote leadership growth through events that have both evangelistic and educational elements
3. Our Family Training Classes are designed to put the instruction of our youth into the hands of trained teachers as well as the hands of the God ordained leaders of the family - the parents of our children.
4. Numbered Curriculum Classes (i.e. Leadership 101) this class and others are designed to move NLP into a dynamic complex team structure that will be able to take advantage of the explosive growth that we pray will occur when the Lord grants harvest time to His church.

Increasing S-LAQ

Leadership ability alone will not be sufficient to lead in God's church; we must have Spiritual Leadership Ability also. To have a high Spiritual Leadership Ability Quota one will probably have:

A well established and clearly focused life's **Purpose**. You must feel that God has called you to do something with your life. This is not a passing fad, this is a driving passion.

A profound love and respect for the **Bible** and its power to change a life. You expect that God will work in the daily affairs of your life. You expect that God will do for others what He has done for you - and you are not ashamed to tell them so.

A **Passion** for knowledge, a love of great books and a reservoir of 'life interests'. You must not be a single pony show. You must be able to engage with others at many levels. As Paul says 'I become all things to all men that by all means I may reach some.

Relevant guiding **Principles** that can be communicated to (and adopted by) your followers. It is vital that you as a leader demonstrate what you communicate. You are the map – keep silent and the map remains folded; betray your Guiding Principles and send your followers on a wild goose chase.

Biblical Examples of Team Work

Jesus and his disciples

And Jesus arose, and followed him, and so did his disciples. *Matthew 9:19*

It is hard to imagine Jesus' disciples jumping up to the task that they had just been called to IF Jesus had not lead the way. It takes a real leader to tackle big tasks, and it takes a real leader to have his team 'follow him' into uncharted territory.

While he spake these things unto them, behold, there came a certain ruler, and worshiped him, saying, My daughter is even now dead: but come and lay thy hand upon her, and she shall live. *Matthew 9:18*

Having instilled confidence in his team, Jesus then sent them out for some real world experiences. Notice the components of his training plan.

MISSION

These twelve Jesus sent forth, and commanded them, saying, Go not into the way of the Gentiles, and into any city of the Samaritans enter ye not: But go rather to the lost sheep of the house of Israel. *Matthew 10:5-6*

MESSAGE

And as ye go, preach, saying, The kingdom of heaven is at hand. *Matthew 10:7*

METHOD

Heal the sick, cleanse the lepers, raise the dead, cast out devils: freely ye have received, freely give. *Matthew 10:8*

MEANS

Provide neither gold, nor silver, nor brass in your purses, Nor scrip for your journey, neither two coats, neither shoes, nor yet staves: for the workman is worthy of his meat. *Matthew 10:9-10*

MANNER

And into whatsoever city or town ye shall enter, inquire who in it is worthy; and there abide till ye go thence. And when ye come into a house, salute it. And if the house be worthy, let your peace come upon it: but if it be not worthy, let your peace return to you. *Matthew 10:11-13*

Jesus knew that he would leave his team; if they were not trained to lead then the church would have ended soon after Pentecost. Each of the disciples had a high S-LAQ and they reached the world in one generation. Our **message** and **mission** is clear. We need to work on our **method**, **means** and **manner** (leadership skills)

David and His Mighty Men

And when the children of Ammon saw that they stank before David, the children of

Ammon sent and hired the Syrians of Beth-rehob, and the Syrians of Zoba, twenty thousand footmen, and of king Maacah a thousand men, and of Ish-tob twelve thousand men. And when David heard of it, he sent Joab, and all the host of the mighty men.
2 Samuel 10:6 -7

King David was confronted with a substantial threat to his kingdom when Ammon joined with the Syrians to attack Israel. The key to David's victory lay in his multi-tiered organization.

When Joab saw that the front of the battle was against him before and behind, he chose of all the choice men of Israel, and put them in array against the Syrians: And the rest of the people he delivered into the hand of Abishai his brother, that he might put them in array against the children of Ammon. And he said, If the Syrians be too strong for me, then thou shalt help me: but if the children of Ammon be too strong for thee, then I will come and help thee.

2 Samuel 10:9-11

Each of King David's 'inner group' displayed high Leadership Ability. They could follow as well as lead. There was no dead wood in David's organization for the future of the young kingdom depended upon them. By being a leader with a very high S-LAQ, David was able to attract following with high LAQ. This allowed for a complex multi-tiered structure that could operate independently while staying in concert with the king.

INDIVIDUALISTIC

These be the names of the mighty men whom David had: The Tachmonite that sat in the seat, chief among the captains; the same was Adino the Eznite: he lifted up his spear against eight hundred, whom he slew at one time.

PERSISTANT

And after him was Eleazar the son of Dodo the Ahohite, one of the three mighty men with David, when they defied the Philistines that were there gathered together to battle, and the men of Israel were gone away: He arose, and smote the Philistines until his hand was weary, and his hand cleaved unto the sword: and the LORD wrought a great victory that day; and the people returned after him only to spoil.

COURAGEOUS

And after him was Shammah the son of Agee the Hararite. And the Philistines were gathered together into a troop, where was a piece of ground full of lentils: and the people fled from the Philistines. But he stood in the midst of the ground, and defended it, and slew the Philistines: and the LORD wrought a great victory.

2 Samuel 23:8-12

Growing Our Teams

Coming out of the wilderness, Jesus stated to build his team. He looked for men and women of faith. Those who would not follow him could not follow him. He started them out small and then slowly increased the work until He could turn things over to them.

He that is faithful in that which is least is faithful also in much: and he that is unjust in the least is unjust also in much. Luke 16:10

And he called unto him the twelve, and began to send them forth by two and two; and gave them power over unclean spirits; Mark 6:7

Teamwork brings accountability. Jesus did not send out single messengers. Many great plans and visions have never been carried to completion because no team dynamic existed.

Two are better than one; because they have a good reward for their labor. For if they fall, the one will lift up his fellow: but woe to him that is alone when he falleth; for he hath not another to help him up. Again, if two lie together, then they have heat: but how can one be warm alone? Ecc 4:9-11

And I will give power unto my two witnesses, Rev 11:3

In the mouth of two or three witnesses shall every word be established. 2 Corinthians 13:1

Having a ministry companion increased the level of dependability that the work would get started. A leader without a following is only going for a walk. A leader needs to be able to say to his companion 'let us....'

Paul also and Barnabas continued in Antioch, teaching and preaching the word of the Lord, with many others also. And some days after Paul said unto Barnabas, **Let us** go again and visit our brethren in every city where we have preached the word of the Lord, and see how they do. Act 15:35-36

The team of Paul and Barnabas provides a good pattern of how the New Testament church followed through on the training given by Jesus to His disciples.

Increasing your Spiritual Leadership Ability

The Action Steps in Leadership 101 lesson 1 (Cell groups) encouraged you to become involved in the smallest level of reproduction (the cell). We studied the value of bringing your friends, family, coworkers, neighbors (Oykos) into your cell for the purpose of leading them to Christ. In this lesson we are now learning that we can grow more dynamic teams (cells) by seeking to become better leaders ourselves. Spiritual Leadership Growth will not just happen. Not all who were called by Jesus became a follower. That which is cheap has no value. Increased S-LAQ will cost you in time, activity and money. You will give up the good to acquire the best.

Jesus said unto him, If thou wouldest be perfect, go, sell that which thou hast, and give to the poor, and thou shalt have treasure in heaven: and come, follow me. But when the young man heard the saying, he went away sorrowful; for he was one that had great possessions. And Jesus said unto his disciples, Verily I say unto you, It is hard for a rich man to enter into the kingdom of heaven.

Matthew 19:21-23

Call to Action

New Life Pentecostal Church is looking to develop followers who can be leaders. New Life Pentecostal Church is looking for leaders who are willing to follow. We commit to increasing our own ability to lead and ask you to join us.

Action Steps