



BUILDING A GREAT TEAM

"A LEADER'S COMPANIONS WILL EITHER MAKE THEM OR BREAK THEM!"



Bobby Bogard

A visionary leader understands that people are **necessary** to accomplish any mission.

Some would say that a leader should choose their associates before they design a strategic plan. Why? Because a great plan can be in play but if a weak team is executing it, the plan is prone to failure. But, a well-formed team can change the world! Therefore the leader needs to utilize the talent around them. They lead in such a way that mutual benefit is achieved. Leaders have to understand that those closest to them impact the level of success that can be achieved.

There is a great quote by author John Maxwell,



JOHN MAXWELL
Author & Pastor

"YOU ARE A FOOL IF YOU THINK YOU ARE LEADING ONLY TO TURN AROUND AND DISCOVER NO ONE IS FOLLOWING."

BUILDING A GREAT TEAM BEGINS WITH THE **LEADER.**





BUILDING A GREAT TEAM BEGINS WITH THE LEADER

- The leader should have a healthy **self-awareness** and be clear on their **strengths** and **weaknesses**.
- The first level of leadership should complement the leader's skill sets. The best leaders will be **comfortable** adding strong and diverse talent here. This creates a well-rounded **perspective** for strategic planning and decision making. The lead team has the greatest impact upon the success of the organization. They lead **culture**, they **communicate** the organization's **values**, they model the company policies, and they create the relational **climate**.
- Once the lead team is established, close scrutiny should be taken to add team members. Some would emphasize **chemistry, character, and competence**. These indeed must surely be considered. However, additionally, a leader needs to look for the variety of talent necessary for a complete team. This is where getting the right people in the right seats on the bus is accomplished.
- Having the strategic plan identified is a prerequisite before building structure. The plan reveals the necessary talent needed to fill the organizational chart. **Never** add talent and build **structure** around it.
- Lastly, a team is build on **trust**. Before adding any person to the team the leader must ask, "Can I trust them?" and "Can they trust me?" Trust is **earned** and trust is **given**. But once its exchanged, it has the power to **galvanize** a team to endure even the toughest seasons. **Vulnerability** is a key ingredient to building trust. When the leader is the **catalyst** of transparency, a culture of integrity emerges. This creates the atmosphere where **relational equity** can be built on every level. The team wins when trust is established throughout the organization.

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LEADERSHIP STUDY GUIDE



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- The leader should have a healthy _____ and be clear on their _____ and _____.
- The first level of leadership should complement the leader's skill sets. The best leaders will be _____ adding strong and diverse talent here. This creates a well-rounded _____ for strategic planning and decision making. The lead team has the greatest impact upon the success of the organization. They lead _____, they _____ the organization's _____, they model the company policies, and they create the relational _____.
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