

We're a Team: How to Use Teamwork Effectively

Introductions: USUAL INTRO

Ice breaker: UP TO YOU

Talking: (~20 mins)

Everyone in this room has been apart of a team before whether it be a sports team, a club in school, or something you were apart of in the

Movement. All teams work differently, but whether they work differently or not as long as we are productive together, we can the job done.

What is a Team?

The definition of a team according to Google is when you come together as a union to achieve a common goal. We as jornadistas are a team, we all have the common goal to evangelize the youth to make the movement stronger, the youth stronger with their faith, and the movement more united.

What is Teamwork According to Google teamwork is the combined action of a group of people doing something effective and efficient.

The success of your groups, zones, and this movement depends largely on developing a strong team with a deep sense of team spirit. We've witnessed the incredible power of a unified team to create growth and have seen many churches that weren't growing because their team members worked as individuals and not as a team.

Activity~ make up a 10 min activity that everyone is apart of (ex: Human Chain)

A team spirit is never accidental; it is always intentional. Teamwork is built on three factors:

- A compelling purpose
- Crystal clear communication,
- A code of commonly held values.

Here's a way we express the eight values of teamwork in a simple acronym, T.E.A.M.W.O.R.K.:

( means personal experiences)

T – Trust Trust among your groups is the emotional glue that binds them together; it's essential in producing true confidence in each other. There are three factors that create trust within a team:

Consistency – People will trust you if, time after time, they see you responding in a consistent and reasonable manner. You also need to be readable, in the sense that they need to know where you are coming from in your decisions and responses.

Loyalty – Defend members of your team when they're criticized and then check the facts later in private, always assuming the best until there is concrete evidence to the contrary.

Delegation – When you delegate to your team the power to make decisions, you're essentially telling them: "I trust you!" People trust leaders who trust them.



E – Economy of Energy Even an Olympic runner can't run at a full speed all the time. The quickest way to burnout a team is to never let them relax. The book of Proverbs teaches: "A relaxed attitude lengthens a man's life."

(Proverbs 14:30, LB) If you want the people on your team to last, they must have some down time.

Here are some ways you can promote an economy of energy within your team:

Anticipate and compensate for personal and family energy drains, such as school, work and different family dynamics. Your team has a life outside of their area in-group.

Allow people to work at different energy levels on different days. Some days, everyone must work fast and energetic. Other days, it is important to slow the pace a bit and have a break from the “norm.” In the long term, slow and steady always outlasts the fast and furious.

Plan your year in energy cycles. Always plan rest periods for consolidation between major Jornada and Parish events. Allow flexibility in schedules when possible.

And most importantly make the work fun! 卐

A – Affirmation

Everybody is hungry for affirmation. When they don't get it, they get upset they want to know that they are valuable in the group and that they are doing well. It's amazing how a smile and a simple word of encouragement can change a team member's entire day. Four practical ways you can affirm your team would be:

- Valuing their ideas
- Appreciating their uniqueness
- Commending their efforts
- Praising their loyalty



M – Management of Mistakes

The Bible teaches: “Even though a righteous man falls seven times, he rises again.” (Proverbs 24:16, NIV) I love that saying because it points out that even righteous people make mistakes and stumble occasionally. **Mistakes are not failures**, because you're never a failure until you give up. Mistakes teach us what doesn't work. If you're not making any mistakes, it means you're playing it safe and not trying anything new. We encourage every

one of you making at least one new mistake a week – as long as it isn't the same old one! Mistakes are how we learn and get better.



W – Weekly Meeting

Make sure your groups meet weekly and are open on time, this help your groups grow and makes them more reliable, also make sure you discuss how each person's week has gone. This activity doesn't require much thought and show that you care. This past year Yelkuss and I, reminded each other to bring a brief weekly report each time we met. We kept the reports short and to the point. Then those reports became our weekly meeting agenda along with announcements to our group. We encourage you to use this idea at your weekly, Jornada, Delegate and Zone meetings. Here are the four things you want to know as a leader:

"I've made progress in _____"

"I'm having difficulty with _____"

"I need a decision from you on _____"

"I'm thankful for _____"



O – Open Communication

Open communication is the cornerstone of great teamwork. Proverbs 13:17

(LB) say “Reliable communication permits progress.” There are three

common barriers to great communication:

Presumption – How many problems have been caused by the phrase “But I assumed...” Here are some fatal assumptions: assuming that there’s only one way to see a problem; assuming that everyone else feels just like you; assuming that someone will never change (they do); assuming that you can know someone else’s motives (you can’t).

Impatience - ruins open communication because we are more interested in what we are going to say than listening to what others say. Impatience causes you to jump to conclusions.

Pride – When you think you know it all, you are resistant to feedback and the criticism that comes along with that and you become defensive instead of really listening to others opinions and learning.

Having open communication with God is also a key factor in having open communication with your groups. We all start our meetings with “Opening Prayer” we are opening our hearts to the lord in the beginning of our meeting letting him know and our group members know that we can openly communicate with him in front of everyone and together.



R – Recognition and Reward The more credit you give to others, the more you develop team spirit. It’s that simple. The Bible says, “Give honor and respect to all those to whom it is due.” (Romans 13:7, LB)

Saying a simple thank you after a group meeting lets those present know that you are grateful for them coming and participating you are recognizing the sacrifices that they are making to come to group every week.



K – Keep on Learning

All leaders are learners. The moment you stop learning, you stop being a leader. Another proverb says “The intelligent man is always open to new ideas. In fact, he looks for them.” (Proverbs 18:15, LB) Do you do that? Do you encourage your group members to keep on growing, developing, and learning? Encourage your Jornadistas to put their tools to work and attend weekly classes at Transfiguration to sharpen their skills and develop their character.



If you practice these eight T.E.A.M.W.O.R.K. values with your Jornadista's and Pre-J's , you'll experience a new level of teamwork in your parish that will take your groups to new heights.

Activity:(15 mins)

Ideas for activity

Team up the members depend of the size of your group

Make a sign with the 8 values of teamwork that each delegate can take to their groups.

Oaktag

Markers

Scissors

Rulers

Letter cut outs

Stickers

Construction paper

Glue