



HOW TO KEEP TEAMS FROM BEING TORN *Apart*

Adapted by: The Stetzer ChurchLeaders Podcast - How to
keep Ministry Teams From Being Torn Apart.

LEADERSHIP DRIFT

Defined: A subtle change in attitude or behavior of a leader or team member towards their leaders or vision of the church. These subtle driftings tear teams apart.

WHAT DO THESE SUBTLE BEHAVIORS LOOK LIKE?

THERE IS A SHIFTING

There is a shift in convos at what is being said in meetings. More problems being brought to the table than solutions by the individual.

CONNECT DIFFERENTLY

The individual starts to connect with people who do not model the culture or support the leader.

CREATE DISTANCE

The individual isn't around much any more even when they are there they are disconnected.

ATTITUDE SHIFT

Has their attitude changed about the leader and/or the vision, are they critical in their attitude.

HAVING APATHY

Not being red hot for the vision and mission can show a drifting and lead you off the path of unification.

BEING AVERAGE

Being complacent and not being intentional as a leader. Just allowing "things" to happen.

ALIGNING OTHERS

When the one who is drifting begins to align others with their opinion and feelings (not aligning with vision/leader).

DEAL WITH THE DRIFT WHEN IT IS SUBTLE BECAUSE
WHEN IT IS OBVIOUS IT MIGHT BE BEYOND HELP.

TEAM ALIGNMENT ISN'T A GOOD THING IT IS EVERYTHING
– CHRIS SONKSEN

HOW DO YOU REALIGN

ADDRESS THE BEHAVIOR

When talking with the person don't blame or place judgement – let them know what you are noticing and ask them to speak into that– have a convo. They talk, you listen.

DON'T BE SCARED

Even if they are gifted and do an amazing job for your organization – HAVE THE CONVO! Don't be scared to.

MODEL IT

If you are the leader – it's up to you to create an environment that promotes a healthy culture. You must model it! Lead with humility.

LOOKOUT FOR ARTIFICIAL HARMONY

Be careful of people who merely are checking the box of niceties instead of being authentic.

CLOSING THOUGHTS



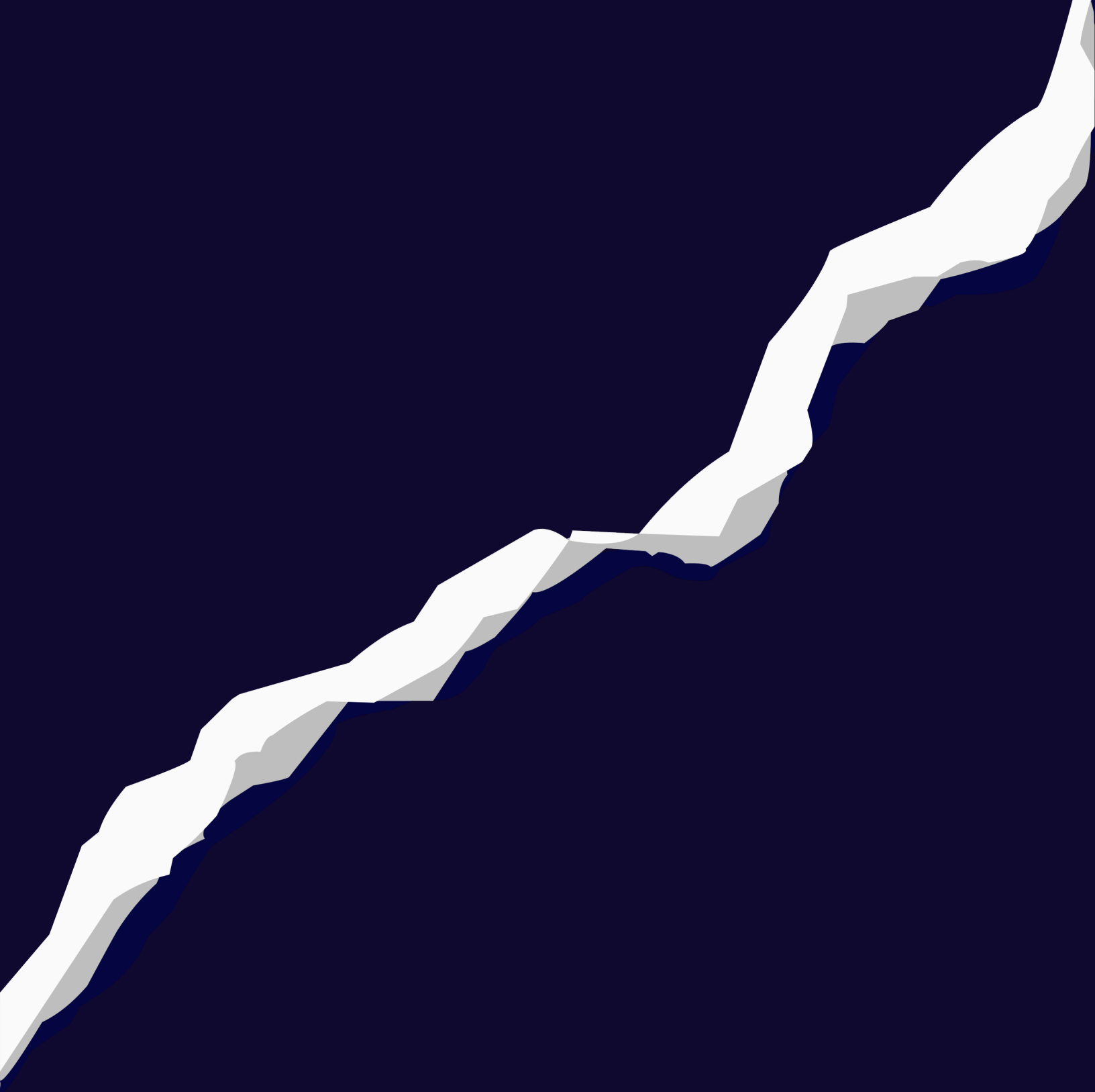
PAY NOW OR PAY LATER BUT IF YOU PAY LATER, YOU WILL ALWAYS PAY MORE – ADDRESS THE DRIFT – LEAN INTO PAINFUL CONVOS.



TEACH HAVING A HEALTHY ORGANIZATION AND OWN WHAT PART YOU PLAYED INTO IT BEING UNHEALTHY.



WHEN A PIECE OF FRUIT GOES SOUR IT CAN NEVER BE SWEET AGAIN.



new
HOME
MT. MEIGS