

Dynamics of Successful Teams

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Shared leadership is "an effective solution to a fundamental dilemma: no single individual possesses the capacity to effectively play all possible leadership roles within a group or organizational setting"

(Pearce and Conger, 2002, p. 288).

A Brief Theological Basis for Shared Leadership

- The Trinity
- Adam and Eve
- Moses and Jethro
- The Twelve
- The Jerusalem Council
- Paul's Friends
- Paul's Eldership Model
- Philippians 2

Results of Shared Leadership

- Prevents burnout
- Greater commitment, more ownership, & a greater sense of responsibility
- Better decision-making
- More productive teams
- Increase in creativity and innovation
- Higher-quality problem-solving skills
- Higher member satisfaction
- Higher levels of trust with a culture of honor
- Less stress and pressure on team members

Facilitators of Shared Leadership

- Knowledge-sharing
- Dispersion of power and influence
- Enable shared leadership structures
- Visionary leadership

Challenges of Shared Leadership

- Lack of knowledge and skills
- Lack of agreement on goals and values
- Lack of openness
- Lack of inspiration to accomplish a challenging goal
- A leader unwilling to share power
- An over-reliance on the Lead Pastor
- Unchecked ego and pride

Discussion Questions

- Have you experienced shared leadership, and if so, was it positive or negative? Why?
- In your mind, what are the greatest reasons for implementing a shared leadership team in your context? What are the greatest challenges?
- What's one thing you can do as a leader to foster a team approach to ministry?