

Teamwork Training, 3/19/11

Intro

— Rod Williams

On your tables is a magic marker and a piece of paper. On that paper, I want you to name three people who are catalysts, and explain why you think they are catalysts.

(Much discussion and activity)

Okay, which team would like to be the first?

Our people are:

- Pastor Paine, because he's very energetic. If you see him in a room, he's very energetic.
- Steve Jobs, who heads up every new initiative by Apple.
- Arnie Duncan, the secretary of education. He's a team-builder.

Ours are:

- Martin Luther King, who was definitely a go-getter and a starter in everything he did.
- Oprah Winfrey
- Pastor Paine and Pastor Thomas

We picked some people in the church:

- Pastor Paine: inspiring, generous, talented, and intuitive
- Daniel Lantis: building our financial team, and many accomplishments in the ministry: passionate, "get-'er-done"
- Scott Shepherd: passionate, creative, influential

3 Amigos:

- John Wynn, the coach of UCLA for a long time
- Bill Walton, who is creative and gifted and most of the things on there.

- John F. Kennedy

Panda Bears:

- Bill Presher: he's an encourager and helps get things done.
- Todd Morgan: he takes initiative as a military leader
- Bill Griffith: he's pretty much the same way.

Team Awesome / Team pride

- Mary: she helps get the financial team motivated to get the job done.
- Medical research teams (in general)
- Colin Powell: he had initiative and a deserved reputation for getting the job done.

Team Diversity

- Rick Hahn: he's always trying to train someone else to take his place, and has strong mentorship skills.
- Donna @work: Strong leadership qualities
- Pastor Ulysse: He brings out the best in those around him.

Sharkshooters

- Rod Williams: he's good at volunteering those who normally hide in the cracks
- Todd Morgan: very passionate about the military ministry
- Sherry Williams: you can count on her to get things done.

Now I want each team to pick a new team captain. Decide among yourselves.

Can it be someone who isn't here?

Yes; just make sure you let him know. Your leader will be the one to speak for your group, call the rest up and remind them of the activities and meetings, and so forth.

Review of last week's Law of the Chain

— Todd Morgan

I'd like to do a real quick review of last week's application. It said to take ten people in your organization and rate them as ten for the strongest and one for the weakest. I did that for my group. Then it asked, for those who are the lowest, what you are going to do to bring out their potential. And it was interesting, because those who I ranked the lowest seemed to have the highest potential.

Have any of you been to West Point? Back in the war days, they had a big huge chain across the bay to keep enemy ships from coming in. Technically it wouldn't really have prevented other ships from coming in, but it was a good deterrent. We are all linked together.

Have any of you seen the movie "Rudy?" What was his biggest quality.

He didn't have a lot of talent, but he had a lot of passion.

He was there trying to fulfill his part in the team. Sometimes the way to do that is to move that person to a different area.

One of the workbook questions asked why you may have kept a weak link even though you knew that player wasn't going to take the journey with you. Sometimes that weak link may become stronger, and eventually be a strong part of that chain.

Let's go over the next section:

The Law of the Catalyst

The road to the next level is always uphill. A team that isn't making an effort to move up inevitably slides downhill.

Catalysts help prevent the team from going stale. There was a time when Michael Jordan couldn't get past Detroit for nothing. It got to the point where Michael Jordan had just had enough, because people weren't stepping up. He got the whole team to "step up", and from that point on, they were known as "the unstoppable."

Workbook

1. Intuitiveness — They sense things that others do not sense.

Can anyone give an example of that?

Pastor Davis was intuitive. I remember when he said that we'd start taping every service. People didn't like it, but it ministered to people around the world."

Sometimes a leader says that we're going to do something, and everyone says, "Why is he changing everything?" But later on, we learn the benefits.

Pastor Paine was intuitive about "Coming together, moving up". Not everybody shared that vision, but he was a catalyst for making it happen.

2. Communicators — They say things that others do not say.

Sometimes as a leader, you've just got to speak the need to the team. That takes boldness.

3. Initiators — They do things that others do not.

I'm thinking of Daniel Lantis with our team. We're doing things that the ministry has never done before. It's a little behind-the-scenes, but it's tough. It took a fight to get going.

For the International Fellowship Center, we've been hearing about it. And people aren't just sitting back; they're making it happen.

4. Passionate — They feel things that others do not feel.

Have you ever been on a job where someone was passionate?

Pastor Saniatan was very intense. When there was a big project that seemed overwhelming, he was always ready to take the ball and get it rolling.

Sometimes you can lose passion in one area and find it in another area.

I've got a real passion for sharing with people on Sunday morning.

5. Creative — They think things that others do not think.

I see that in our music ministry. We can all do more thinking outside the box, getting ideas from other people.

6. Givers — They give things that others do not give.

Dan Lantis — I've seen him give away automobiles, boats, so many other things.

And he doesn't hesitate, does he? I remember one time I said, "That's a nice sweatshirt." The next day, he handed it to me. I didn't say that to get the sweatshirt, but that was his personality.

No doubt, Pastor Taylor. Many people have benefitted from his giving.

Pastor Ulysse gave up so much to go back to Haiti and start the school there.

7. Responsible — They carry the things that others do not carry.

Sometimes they say of leaders, "it's lonely at the top." When you challenge people, they may not like it, but afterwards they'll be thankful.

8. Gifted — They can do things that others can not do.

Brad Logan is gifted at going to school.

Jonathan Santiago is gifted at what he does.

Yeah, he's the go-to guy for website type things.

Todd, I think you're gifted. You're what I call a "recruiter." I see you talking with all the new guys who come in here.

I'm thankful for God's gifts. We need to use them.

Jim Bailey is very gifted at anything mechanical. And Mary is very gifted at accounting.

Sometimes it's the behind-the-scenes people, the catalysts, that aren't seen front and center.

Chantalle; I've seen her talk to people who are hard to talk to.

There are some people who can get a conversation started with a rock.

Sherry Williams is very driven and dedicated with the kids. She puts them above everything, and motivates a lot of the other teachers who don't really have that vision. Eric Turner is very quiet and soft-spoken, but I've seen his temperament and dedication. People he works for call him "quiet but vicious."

The other thing about Eric is, people want to be around him. You don't always have to be loud to be a good leader.

9. Leaders — They influence people that others do not influence.

Being a leader, you have to let other people take that position of influence. John Conner may influence people that I won't, so I've got to let him use that influence.

But having that influence, we have to be a doer. It's like, Jeff Linger leads by example, doing the yard-work. I don't think he'd be very influential if he was in here sipping coffee while other people did the work.

So review these nine things and then do the application when you get the opportunity.

One thing about being the catalyst, sometimes everybody depends on the catalyst to do it all. When everyone relied on Michael Jordan to do it all, the team was losing games.

Sometimes a team has more than one catalyst, and the catalysts have to learn to work together.

Closing

— Rod Williams

So the Law of the Catalyst: Winning teams have players that make things happen.

I'm going to talk to the ladies for a while. Do you know any other ladies who are catalysts, who make things happen?

Oprah Winfrey

Rachel Ray. She makes things happen.

Q & A

I noticed that number three and number eight were very similar, but Todd helped explain the difference.

When I was preparing for this lesson, I learned that if one person is a catalyst today, and another person isn't, that can change. One catalyst can draw out another. When I was in the Navy, I always trained my replacement, up-front. I never wanted to be the "go-to" guy. I came in as a third class and watched a first class having a hard time going on vacation. And this was the reason why: he knew it all, and didn't share. From that time I said, "I will train my replacement, wherever I go."

Next week, the lesson will be "The Law of the Compass." Review your applications, and team captains, get with your teams. Everybody have a great weekend, and we'll see you next week.