Commitments that Build Great Teams

You don’t build a great team by simply putting talented people in the same room.

COMMIT TO THE VISION

A team without a vision doesn’t drift—it divides.

- Many organizations don’t struggle because they lack talented people.
- They struggle because they lack a clear direction.
- You can have a room full of talented people, but if everybody has a different idea of where the organization is headed, talent can actually become a liability.
- Everybody starts pulling in a different direction.
- And before long, you’re not leading a team.
- You’re managing a collection of individuals.
- Healthy teams don’t just know the vision. They own it.

Doug Conant, former CEO of Campbell’s Soup, began every leadership meeting by reading the company’s mission:

- “Build the world’s most extraordinary food company by nourishing people’s lives every day.”
- Not because people forgot it… Because people forget to live it.

Vision needs to be
clear enough to communicate,
simple enough to remember,
meaningful enough for people to commit to it.

People can’t move together toward a destination they don’t understand.

- Having a vision doesn’t make you a visionary leader.
- Helping people understand it, own it, and move toward it does.

“Leadership is the capacity to translate vision into reality.” — Warren Bennis

Ask your team:
Can every person clearly explain our vision and how their role contributes to accomplishing it?

- If not, we have work to do.

Commit to Giving Your Best

- It means giving 100% of what you have today.
- Some days that's 100.
- Some days it's 60.
- Some days it's 30.
- God never asks for what you don't have.
- He asks for faithfulness with what you do have.

"Whatever you do, work at it with all your heart, as working for the Lord, not for human masters." Colossians 3:23 (NIV)

Commit to Staying Positive

- That doesn't mean ignoring reality.
- It means believing God is bigger than the challenges we face.

our perspective will influence our attitude.
our attitude will influence our actions.
our actions will influence the people we're leading.

Commit to Getting Better

If you want to grow, you have to be willing to be corrected.

Improvement is never accidental.

1. What went well?
2. What could be better?
3. What did we learn?
4. What are we going to change?

Commit to Connection

People don't commit to organizations.They commit to people.

We can't build deep connection with people we're unwilling to share life with.

"Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well." 1 Thessalonians 2:8 (NIV)

healthy leaders are alwasy asking:
Who's drifting?
Who's disconnected?
Who needs encouragement?

Commit to Each Other

- Let's face it.
- Everybody loves teamwork until teamwork requires them to give something up!
- It's easy to be a team player when everybody agrees with you, the schedule works for you, and things are going your way.
- But what happens when they don't?
- That's when commitment gets tested.
- committed to the team.
- You're committed to yourself.

Great teams aren't built around individual preferences. They're built around shared sacrifice.

- People are much more likely to give their best when they see their leaders doing the same.
- Sometimes what your team needs most isn't something more from you.
- It's something less of you.

Two Questions Every Team Member Should Ask

1. What do I need to GIVE my team that they need?

More encouragement? Better communication? Greater dependability?
More of my time or attention?

2. What do I need to GIVE UP so my team can be its best?

My preferences? My need to be right? My ego? My unwillingness to change?

Sometimes what your team needs most isn't something more from you.
It's something less of you.

REMEMBER

commitment is contagious.

when people are united around a common vision, committed to giving their best, growing together, sacrificing for each other, Something extraordinary happens.

Average people become an extraordinary team.
when they are committed.