5 Pillars of A Killer Team

Notes from Shawn Lovejoy's seminar at Courage to Lead

1. Fostering Togetherness
    1. "Raising a staff is like raising a family."
    2. "You won't drift to community. You drift to isolation and silos."
    3. "Meetings is where your staff becomes a team."
    4. "There are 350,000 churches in American. 2/3s have never gotten over 200 people. The reason is there's only so much one man can do."
    5. "You don't presume on growth. You prepare for church growth."
    6. "Church growth is not just the Holy Spirit's job. He has always used people… He's just looking for the right churches to trust them with."
    7. "Health proceeds growth."
    8. "Your responsibility right now is to get the team prepared."
    9. "Meetings are the playing field for a killer team."

2. Recruit and Keep the Best Talent
    1. "5-Star Recruits don't have to promote themselves."
    2. "Your 2 and 3-Star talent will sign up on a volunteer recruitment card."
    3. "You've got to find 5-Star talent."
    4. "Successful coaches spend more time recruiting than on the X's and O's."
    5. "Objectively assess your talent."
    6. "Elite talent can't stand being around poor talent."
    7. "Those on staff are paid to be good. I don't pay any doers. I pay developers. The staff is the administers. The crowd is the lay ministers."
    8. "The staff should not be panicked on Sundays. This means they are under-prepared."

3. Bolster Accountability
    1. "If you don't have clarity, you don't have accountability."
    2. "At the next meeting, you review the decisions."
    3. "People self-identify their skills at this point. Pressure crushes rocks and creates diamonds."
4. "Normalize the last 10% culture. The opposite of conflict is artificial harmony."

5. Structure for Growth and Peace
    1. "Have one-pizza teams. Any more than that and you don't know the names of their kids."
    2. "You can manage 12-14 people. You can't care for 12-14 people."
    3. "You should build the team like you're one day going to leave it."
    4. "Your best gift is not available and accessible. It's to be healthy."
    5. "Everybody should have one boss."

Maintain Rhythms and Finish Lines

1. "41% of the American workforce thought about changing jobs last year. Probably those in your church have thought about changing churches."
2. "You will be seriously reviewed (as an employee) if you don't take your vacations and days off."
3. "If you want your workplace to be a fun place, you (the leader) need to have fun first."
4. "If you're not happy now, you won't be happy when the church is twice this size."

What To Look for In Leaders and Potential Staff

- Character – Humility, Coachability, Teachability
- Capacity – Can they lead this church from their seat to the next level?
- Chemistry – Vision and relational. Surround yourself with people who give you energy.
- Calling – Their willingness to pay the price.

Shawn noted that when one of these is really strong, we overlook everything else. This is a mistake. As he said, "I've never had a leader say that what took us down was someone's strengths. It's always their blind spots."

How To Have Effective Meetings

Shawn also provided some additional content on having effective meetings. Check out his content below:

5 Purposes of Meetings

1. Community – The first thing you do in a meeting is relationships. Build margin heading into the meeting. Have fun.
2. Communication – I want everyone in the meeting to come prepared three "Just so you know…."
3. Collaboration – Find something that you can get input on from your team.
4. Coaching – Do debriefs. Make coaching normal.
5. Cheering On Each Other – Makes sure you are cheering everyone on. You have permission to coach them when you've loved them up.

4 Things You Need to Know in Meetings

1. What was decided?
2. Who is responsible? "We" and "Somebody" don't have offices.
3. When is it due?
4. When will we talk about it again?