

## SESSION 10: Leadership & Team Building

### MAIN THEME OF THE SESSION:

**Your faith & values will fundamentally determine what you see as the purpose of teamwork  
And they will also affect the kind of team culture that you build**

As this is the last session, here are the 'take-outs' of *Faith, Values and Leadership*  
As a leader, it's your job to inject a sense of faith into the circumstances that lie before you.  
Faith: *confidence about the future in the midst of uncertainty*  
And that confidence, or faith, you will hopefully recall, we applied to four things:  
Faith in yourself; faith in others; faith in the shared mission, and in the possibility of success.  
But if faith provides the energy, our good values provide the direction  
So, good leaders are good because their values are good!  
Good leaders must learn to subordinate personal gratification for the sake of those they lead  
They need to develop an orientation that might best be described as one of *love*  
Remember, we talked about *love being the purpose*, or the *apex value*  
The challenge of re-wiring our values - it isn't an easy thing to do  
But, with the right supportive ingredients, it's very possible

I think us humans were made to participate in something bigger than ourselves  
Our most rewarding experiences are in teams  
Teamwork creates 'synergy' – the whole is greater than the sum of the parts  
But also, our most harrowing experiences are in teams  
And it's the quality of leadership that makes the difference  
The role of leaders is to help their followers 'grow as persons' - Greenleaf  
Bad leaders take little responsibility to help people grow – they just feel responsible for results  
This is lazy! They want their job to be easier than it is  
So, our faith & values are pivotal in how we see the *purpose* of teamwork  
If you have faith in yourself, you'll build a culture that feels confident and secure  
If you have faith in others, you'll build a culture of risk-taking  
If you have faith in what you're doing, you'll build a culture of deep commitment  
If you have faith in the possibility of success you'll build a culture of outstanding performance  
If you value honesty, you'll build a culture of transparency  
If you value fairness, you'll build a culture of trust and openness  
If you value relationships, you'll build a culture of stability and reconciliation  
So, hopefully you're starting to get a language to talk about the 'whys', not just the 'hows'  
We are all looking for more meaning. We need more meaning and less activity!  
Hopefully we're giving you some tools to find the meaning  
You may doubt your capacity to be a good leader but I know you can do it!

### QUESTIONS:

1. **What has been my best experience being part of a team? What has been the worst?**
2. **What are one or two things that I will take with me from *Leadership, Faith & Values*?**
3. **What am I going to do from here to keep the conversation going in my life?**