



NURTURING TEAM LEADERSHIP

It's important that the women on your Women's Ministry team are being trained on-the-job. The Women's Ministry Coordinator can introduce some activities or exercises that give opportunity for team-building and developing the relationship amongst team members.

In *Developing the Leader within You*, John Maxwell say: "The one who influences others to follow only is a leader with certain limitations. The one who influences others to lead others is a leader without limitations." Equipping or empowering people changes followers into leaders.

Here are a few suggestions to help you empower and equip others to lead.

- 1. Develop the vision and purpose of the Women's Ministry** together to build ownership. If the vision is already set, re-instate the needs of your women and how you determining to minister together.
- 2. Define and communicate the responsibilities of the team members.** If you have a new team member, ask each woman to share her passions and role on the team explaining their own goals as part of the total plan, their personal experiences and their expectations.
- 3. Give equal authority to the responsibility.** Trust your leaders to do the job they have committed to. Teams that are developed under each team leader need to understand that they hold the responsibility and authority for that position. Increase authority when their performance earns it and requires it. Women will relish the chance to accomplish something worthwhile and the chance to develop new skills and do what they do best.
- 4. Establish standards of excellence.** Ensure they are realistic standards that the team can uphold. These might include:
 - Character and integrity
 - Honor commitments
 - Committed to excellence
 - Work together as a team
 - Agree to disagree
 - Committed to ongoing training and development
 - Wise stewards of our time, gifts and resources
 - Faithful to responsibilities
 - People over programs, producing results over performance

5. Leadership and Skills Training. Training leaders and mentoring is a priority for your team as it equips people for the work of the ministry. Training allows team members to do the work they are called to and improve the use of the gifts and skills. There are a variety of ways that you can provide training. Mentoring (BUV Women's Ministry G2: Mentoring Course), Leadership Training (BUV Women's Ministry NUTURE women in Leadership Course), Church and Bible College Workshops and subjects, Local Church seminars, Training events where you invite specific speakers to facilitate workshops and team meeting training.

One of the best ways to train leaders is to:

- Model it (Do the work)
- Model it with others (Let them work with you and watch you do it)
- Let them do it and be on hand (Work closely with them)
- Let them do it and be available
- Leave them to it

6. Provide encouraging feedback. Reinforce them positively for the work they are doing. Cards, notes, thanks and feedback raise moral and encourage effective performance. Recognize accomplishments and celebrate together. Allowing for things to fail will help you to grow and learn from our mistakes. When we fail, discuss what went wrong and how we can do it better next time. This creates a positive environment for everyone.

7. Conflict Resolution. Put into place the conflict resolution steps. *(See BUV Women's Ministry Resource - Dealing with Conflict)*

- i) Pray and ask God to help you see the heart of the matter
- ii) Gather the right facts about the situation
- iii) Be prepared to spend the time necessary to resolve this matter.
- iv) Confront privately, not publicly
- v) Deal with the situation as soon as possible and commit to resolve the conflict and move forward
- vi) Address only one issue at a time and be specific
- vii) Direct your criticism to the action, not the person
- viii) Avoid sarcasm and anger
- ix) Try to get the person to admit responsibility
- x) Ensure that you compliment them for the things they do well

8. Trust your team. Build trusting relationships through being sensitive to their needs and concerns. Listen to their dreams and plans and share yours with them.

9. Affirm each other. Treat each other with respect, valuing each other and remain loyal to one another. And remember to pray for one another. This is God's work and He is the one who brings forth fruit in its due season.

10. Have fun together. Share a social event, evening or end of year BBQ to get to know one another without the pressure of being together for ministry.