



### **LIBBY TALBOT**

#### **Leading Well with Others**

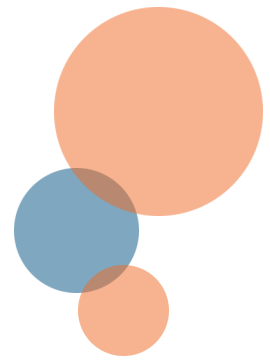
I became a Christian aged six, in the dining room of my house in Sheffield and since then have been on an exciting journey of discipleship and leadership. I first felt called to paid ministry aged 17, but never imagined that would be ordained ministry. My life plan was to be a Blue Peter presenter! In a bid to escape from my calling to ordination, I worked at a church in the Midlands as a youth worker for a couple of years. After two years I found myself as an ordinand at Theological College.

After a four year curacy, during which I got married, had a baby and ran a vacancy (all at the same time), I went to work as Chaplain at Dean Close School in Cheltenham. My brief was to be the vicar to the school community, and reinvent chaplaincy. During my ten years there, I was the vicar, evangelist and pastor to an incredible community. We disciplined, developed Christian leaders, spoke of and lived the gospel and saw many young people and staff come to know Jesus and grow as disciples. I also had opportunities to influence leadership development and Christian ministry in schools on a national scale.

I have been Associate Rector at Ps and Gs in Edinburgh (a large, city centre Anglican church) for two and a half years. My role involves overseeing adult discipleship, courses, leadership development and training, our mentoring programme, theological education and intern training amongst other things. I love most things about the ministry I get to do, especially leading in a dynamic and talented team, preaching, training our leaders and worshipping every week in a church I would choose to go to. That is a privilege. I speak around the place a bit, which is always fun too.

I haven't written any books – but I have a lot to say.

I have a penchant for sun, fizz, Maltesers, the sea, reading (I do love a book on leadership), running and hanging out with my husband, three children and wonderful friends.



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# LEADING WELL WITH OTHERS

## Introduction

**Why do we need to build teams and develop leaders in our churches and ministries?**

### **ECCLESIASTES 4:9-10**

Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up.

# LEADING WELL WITH OTHERS

## Introduction

What are the Blockages to Building teams and Developing leaders

BLOCKAGES	RESPONSES	ACTION

# LEADING WELL WITH OTHERS

## Identifying and Developing Leaders

1. Leading with Who You Have

KEY INSIGHTS

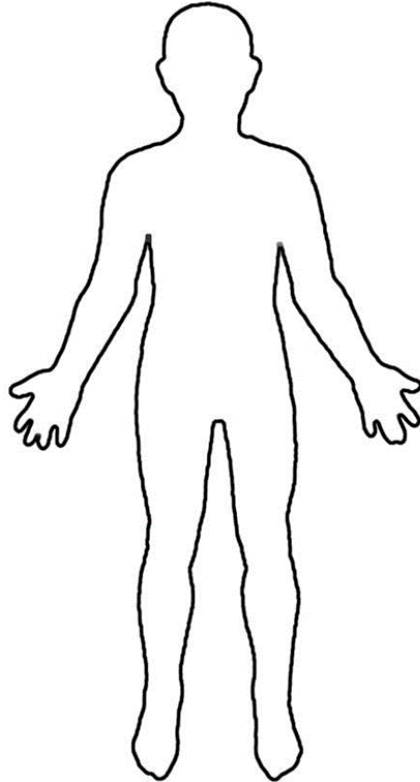
2. Discover

3. Develop

# LEADING WELL WITH OTHERS

## Identifying and Developing Leaders

- Identify one person who you want to develop as a leader. (Name on body)
- What do you see in them as leadership potential? (write words in body)
- Where could you see them leading?
- How can you grow them as a leader/ develop them?



### **Mentoring / Apprenticing**

I do, You Watch, We talk

I do, You Help, We Talk

You do, I watch, We talk

'We transform people to the degree that we have been transformed.'

Fr Richard Rohr

# LEADING WELL WITH OTHERS

## Identifying and Developing Leaders

### Clarity

a. ON ROLE

b. ON QUALITIES & CULTURE

### Investment

## 4. Deploy

ONGOING MENTORING / SUPPORT / TRAINING

REVIEW (OR APPRAISAL)

KEY INSIGHTS

# LEADING WELL WITH OTHERS

## Building Healthy Teams

### Characteristics of a Healthy Team

#### 1 PETER 4:8-10

Above all, keep loving one another earnestly, since love covers a multitude of sins. Show hospitality to one another without grumbling. As each has received a gift, use it to serve one another, as good stewards of God's varied grace.

#### HEBREWS 10:24-25

And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.

#### 1 CORINTHIANS 12:17-20

If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? But in fact God has placed the parts in the body, every one of them, just as he wanted them to be. If they were all one part, where would the body be? As it is, there are many parts, but one body.

**T**rust

**E**mpower

**A**ssimilate

**M**anage

**S**erve

### 1. HEALTHY TEAMS TRUST

Build trust through community – 'love one another'.

Build trust through celebration.

Build trust through communication

Build trust through conflict.

### KEY INSIGHTS

# LEADING WELL WITH OTHERS

## Building Healthy Teams

2. HEALTHY TEAMS EMPOWER

KEY INSIGHTS

3. HEALTHY TEAMS ACCOMPLISH AND ARE AUTHENTIC

4. HEALTHY TEAMS MANAGE

5. HEALTHY TEAMS SERVE



# LEADING WELL WITH OTHERS

## Building Healthy Teams

### Serve in Love

Serve through prayer

Serve through discernment of need

Service through fulfilment of calling

Serve through transformation of life

### KEY INSIGHTS

If this is an area a team you have needs to focus on, could have a team training on this by looking at the 16 characteristics of Christian love in 1 Corinthians 13:4-8a. Serving teams are patient, kind, no self seeking, keep no record of wrongs, teams trust, hope, persevere etc. use this as a basis to see how the team could become more loving.

### ACTIVITY: BUILDING A HEALTHY TEAM ANALYSIS

1. Choose a team you have / are leading in your area of ministry
2. Fill in the chart in the handout
3. Either on your own or in a team, fill in the action column

# LEADING WELL WITH OTHERS

## Group Swot Analysis

<b>TEAM NAME / TITLE:</b>	
<b>What is the purpose of the team?</b>	<b>List qualities / gifts needed on the team to fulfil its purpose.</b>
<b>Is it fulfilling its purpose?</b>	<b>If not, why not?</b>
<b>Who is on the team?</b>	<b>What are their defined roles?</b>
	<b>Are roles being fulfilled?</b>

# LEADING WELL WITH OTHERS

## Group Swot Analysis

TEAM HEALTH ASSESSMENT	AREAS OF STRENGTH / GROWTH	ACTION PLAN
Trust		
Empower		
Assimilate		
Manage		
Serve		
Authenticity / Vulnerability		

# LEADING WELL WITH OTHERS

## Group Swot Analysis

TEAM LEADERSHIP		ACTION PLAN
<p><b>Who is the leader?</b></p> <p>What are the skills needed to lead this team? (Tick those which the leader has).</p> <p>Who line manages the leader?</p> <p>What training / coaching / investment does the leader have / need?</p> <p>What training / mentoring / coaching is needed?</p> <p>What is the review process for the leader individually and for fulfilling purpose?</p>		
<p><b>Is the team working effectively?</b></p>	<p><b>How do you feel about the team?</b></p>	<p><b>What are your <u>top three actions</u> to enable this team to function most effectively? Who is going to action them? Date completed.</b></p> <p>1.</p> <p>2.</p> <p>3.</p>