



Business Leadership Group

Ford Taylor | 6 Stages of Team Building | 1 of 4

Ford uses the analogy of a cake recipe to point out that the ingredients may not taste great on their own; but when they are properly measured, combined, mixed, and properly baked, the outcome is great. If you leave out ingredients, or process steps, you have a mess. Have you ever responded appropriately in a leadership role, done the right thing, yet struggled with a sense the outcome would not work out well?

Ford challenges the notion of “thinking outside the box” with another notion that of thinking inside bubbles. For him, this is a good way to think of the old way of doing things as gone, encouraging starting with a blank slate and thus avoiding the temptation to “crawl back in the box” and return to an old way of doing things [values should be constant; but methods are in constant change.] Reflect and discuss this concept with your group.

Ford challenges all to read John Chapter 13-17, specifically in light of leadership applications. He points out that those chapters begin with Jesus calling the disciples “servants” but it ends with Him calling them “friends.” What did he point out as a pivotal statement by Jesus in the middle of these chapters?

<Review at approximately 8:40 if needed, reflect and discuss>

But those who wait for the Lord [who expect, look for, and hope in Him] shall change and renew their strength and power; they shall lift their wings and mount up [close to God] as eagles [mount up to the sun]; they shall run and not be weary, they shall walk and not faint or become tired.

Is 40:31 AMP

Select the item above that would make the most impact or warrants immediate attention and answer the following questions:

1. Should I apply this concept or practice to my business or personal life?
2. Can I commit to a schedule to implement this application? [explain and discuss with the group, if necessary]

Comment:



For as he thinks in his heart, so *is* he. Proverbs 32:7a NKJV

Development Objectives:

Life, Leadership, Excellence, Kingdom



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Ford Taylor: “Leadership is when you are laying down your life for those who follow you.”
“I personally believe that if you have a good culture and good cash flow, you can conquer the world.”

Ford encourages ‘removing the numbers’ in the scriptures, specifically regarding gleanings leadership principles. He believes that doing so in one’s daily reading of scriptures can be foundational to avoiding the typical pendulum swing between controlling leadership [top down] and “bottom up” leadership. Reflect and share your thoughts.

Ford states that a trusting, affirming environment with no tolerance for gossip [Stage 1] is key to effective equipping and training [Stage 2]—it is also required for effective Servant Leadership. How do you see distrust, gossip and no affirmations as undercutting Servant Leadership? [reflect and share]

Ford mentions [as did Dr. Henry Cloud in the FCCI 2014 video series *Boundaries for Leaders*] that a distrusting space is one where the hippocampus’ actions preparing us for fight or flight also keep us on an emotional plane, inhibit rational thought and creative problem solving. Have you ever witnessed or experienced this? [share with the group as appropriate]

Romans 12:3-14 includes a comprehensive list of the qualities of leaders. Consider reading that passage before next meeting and discussing it with your group. [share with your group any immediate thoughts]

He makes His sun rise on the evil and on the good, and sends rain on the just and on the unjust.

Matthew 5:45 NKJV

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Ford Taylor | 6 Stages of Team Building | 3 of 4

“It’s fun to sit in a room full of executive and have them beg for the Gospel”—Ford Taylor

VPMOSA stands for Vision, Purpose, Mission, Objectives, Strategy and Action Plan. With these things in place, along with clearly defined roles, good delegation and good conflict resolution, permits advancement in the Functional Responsibility Stage of team building. With the addition of Values, his process is a striking parallel to the FCCI Kingdom Company Action Plan. Do you have these things in place for your company? [be prepared to share your thoughts and maybe ask for or offer help]

Ford provides a counseling and discipline model that permits two structured, documented supervisor counsel sessions with the third counsel on the same issue leading to termination. Horst Shulze, founding president of the Ritz-Carlton uses an identical model. What are your thoughts on this policy? [reflect and share]

On the continuum from transactional to relational, how do you see yourself?
How do the group members see you?

Ford states that silence is one of the most powerful [and underused] tools for a leader. Becoming silent for the expressed purpose of listening is fundamental to building trust and open communication. Do you agree? Share with your group [and listen well]

When the sentence for a crime is not quickly carried out,
people's hearts are filled with schemes to do wrong. Ecc 8:11 NIV

Because the sentence against evil deeds is so long in coming,
people in general think they can get by with murder. Ecc 8:11 MSG

Select the topic above that would make the most impact or warrants immediate attention and answer the following questions:

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Comment:



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Ford Taylor | 6 Stages of Team Building | 4of 4

“It only takes 3-15% of any group to shift the culture.”—Ford Taylor

Ford states that you can have 97% of your team following you and only 3% who don't; but that the 3% can begin to dominate the culture of your team and company. His solution is to identify them and remove them. Does this seem like the right thing to do? [be prepared to share]

The high performing team in Ford's model requires training to be high performers and how to build and maintain healthy relationships. Do you have training to develop these two dimensions? [share with the group] If not, make note of others' input on some good ways to do this.

Ford makes reference to a great tool for resolving conflict called “6 Steps to a Healthy Apology [see Addendum that follows this page] If you follow very closely what he has said, healthy relationships and teams are nearly impossible without a similar process. What would be the impact on your workplace, were you to practice this? What would the impact be on your friendships or marriage?

So here's what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for him. Don't become so well-adjusted to your culture that you fit into it without even thinking. Instead, fix your attention on God. You'll be changed from the inside out. Readily recognize what he wants from you, and quickly respond to it. Unlike the culture around you, always dragging you down to its level of immaturity, God brings the best out of you, develops well-formed maturity in you.

Romans 12:1-2 MSG

Select the topic above that would make the most impact or warrants immediate attention and answer the following questions:

- 3. Should I apply this concept or practice to my business or personal life?
- 4. Can I commit to a schedule to implement this application? [explain and discuss with the group, if necessary]

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6 Stages of Team Building Addendum

6 Steps To A Healthy Apology

1. State the offense.

"I did it..."

2. Admit you were wrong.

"I was wrong."

3. Apologize.

"I am sorry."

"Will you, or when you can, forgive me?"

4. Ask if they can forgive you.

5. Ask for accountability.

"I give you permission to hold me accountable."

6. Ask for anything else that may be there.

"Is there anything else?"