

PARALLEL LEADERS

O25: TIM TRIBBLE THE ART OF RESILIENCE: HOW TO CREATE A TEAM THAT CAN

“If everyone is moving forward together, success takes care of itself.”- Henry Ford

DEFINITION OF A TEAM

A team is a collective of people with a problem to solve.

- When we choose to be part of a team we openly communicate “I desire to be a part of something bigger than myself.”
- What we silently communicate is “I can’t get to that “bigger something” without you.”

Every member of the team has varying measures of responsibility, but equal measures of value

RESILIENT TEAMS FOCUS ON:

1. PEOPLE

This is where the strength of the team is built.

Every person desires three things:

1. To be seen - Their presence matters.
They’re here for a reason and/or a season. Discover it.
2. To be known - Their story matters.
It stops us from writing false narratives.
3. To be heard - Their input/perspective matters.
Contribution should always earn a conversation.

2. PRESSURE.

This is where tension is managed.

In order for there to be a team, tension must exist. A team without tension and with no problem to solve is a gathering.

Resilient teams are curators of tension and not conquerors of it. You're not on the team to bring problems and add pressure. You're on the team because collectively as a team we solve problems and diffuse pressure.

Being a curator of tension means we become masterful at:

1. Courteous but candid conversations.
2. Sacrificing our agenda for alignment - We don't win unless we win together.
3. Creating personal margin for unexpected pressure. Where is your contingency space?

3. PERSISTENCE.

"The ability to keep going despite opposition."

Resilient teams have counted the cost of the contribution. They know that in order to do whatever it takes, it's going to take whatever they have. They aren't swayed by opposing opinions or cultural preferences.

Resilient teams aren't counting down the minutes to when the shift is over, but are embracing every moment they signed up for because the reward isn't in the destination but the journey together.

Resilient team members are the main contributors to other members' persistence. The greatest defense a team has against a quitting culture is creating a culture where people refuse to quit on each other.

"Discover creative ways to encourage others and to motivate them toward acts of compassion, doing beautiful works as expressions of love. This is not the time to pull away and neglect meeting together, as some have formed the habit of doing. In fact, we should come together even more frequently, eager to encourage and urge each other onward as we anticipate that day dawning."

Hebrews 10:24-25 TPT



RESOURCES + LINKS

- [Book: Grit: The power of passion and perseverance - Angela Duckworth](#)
- [Book: Leadership in Turbulent Times - Doris Goodwin](#)
- [Podcast: Parallel Leaders Ep. 25 - The Power of Resilience](#)
- [Podcast: Parallel Leaders Ep. 27 - How to Keep Going When the Going Gets Tough: Insights on Resilience.](#)

DISCUSSION QUESTIONS + ACTION STEPS

1

How can we improve on making sure our teams know they are seen, known and heard?

2

How can team members respectfully communicate differing perspectives while still striving for alignment and common goals?

3

Discuss strategies for managing unexpected pressure and creating contingency plans to support team resilience.

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