

Top Tips From Kingdom Leaders on Building a Team Culture

Building a team environment of trust and loyalty is an essential, mission-critical component of creating a healthy, productive organization. A team that can work together with a spirit of unity, mutual respect and trust perpetuates a work culture that encourages high-performance and collaboration. In our latest episode of the *Pinnacle Leaders Podcast* on the Charisma Podcast Network, Curt Williams, founder and executive director of Youth-Reach, shares biblical wisdom for how he has successfully built non-profit ministries supported by teams that are committed to each other and the mission of the organization.

At Youth-Reach, the staff operates very uniquely—with all of them living on-site. This organizational structure offers some very specific benefits and, likewise, challenges with encouraging trust and loyalty among our team members.

Creating a unified, positive team environment starts with the hiring process. Youth-Reach hires with the idea that they are not just hiring an employee but adopting a family member. The goal is to re-create biblical New Testament community. Real biblical community protects each other, lives purposefully together and serves together.

Most all leaders have heard of the three C's of hiring: character, competency and chemistry. These attributes are particularly important to developing a strong team culture as you consider "adopting" new team members.

The 3 C's:

- Character: Staff have to be aligned with the mission and vision of the organization and must have the character to walk out supporting those values.

- Competency: Staff have to have the skills and gifts necessary to get the job done.
- Chemistry: Staff have to be able to enjoy, interact, communicate and fit well within the context of the team.

It's important to be slow to hire to help provide the time needed to prayerfully determine whether someone is the right fit for your organization.

Some key considerations during the interview process include:

- Does this person have the ability to be flexible, adaptable and easily shift with the priorities of our organization?
- Is this person “set in their ways” or do they have a teachable spirit?
- Teams consist of people with different values, opinions and principles. Will this person respond respectfully to ideas that are different from theirs?
- One thing you can't impart to people is passion. You either have it, or you don't. Is this person passionate about the mission of your organization?

Subscribe to the *Pinnacle Leaders Podcast with Dr. Langley* and learn more by listening to this episode and other podcasts containing biblical wisdom on the areas of lordship, leadership and lifestyle. {eoa}

Dr. Randal S. Langley is the president and CEO of *Christian Life School of Theology Global*, a world leader in theological and leadership education, providing online degree programs and customized Christian higher-education solutions for churches, ministries and other organizations. Dr. Langley is also president of the *International Association of Bible Colleges and Seminaries* and is a founding partner and certified life coach, teacher and trainer for the *John C. Maxwell Team*. His desire is to help people fulfill their ultimate purpose in

life and achieve their God-given dreams.

Read articles like this one and other Spirit-led content in our new platform, CHARISMA PLUS.