



Grow Your Team!

*Boost Your Team's Effectiveness &
Increase Your Own Leadership Skills*

To thrive in our complex world, being an excellent leader is no longer enough. Many challenges today are beyond the capacity of single leaders to address! Where 20th century leaders were judged by their personal leadership ability, 21st century leaders will be judged by their ability to develop other leaders. Leaders today must be team literate!

20th Century Leaders

- Heroic and individualistic/led by personal authority
- Skilled in overseeing/supervising
- High personal competence
- Create predictability and stability
- Focused mostly on the present (business as usual)

21st Century Leaders

- Collaborative/lead by creating collective ownership
- Skilled in maximizing the potential of other leaders
- High ability to mentor/coach/develop other leaders
- Create capacity to live with uncertainty
- Focused on the present while innovating for the future

I invite you to join me in an interactive, experiential team-learning process. You will gain new skills as a both team leader and team participant.

Leading effective teams is critical to the mission of every denominational, NGO and congregational leader. To better serve my ministry partners, I enrolled in a team development course offered by the highly respected [Global Team Coaching Institute](#). This course's cross-cultural focus, international faculty and students from around the world perfectly fits my mission to encourage, equip, and empower African leaders. I graduated from this course in August 2020.

Topics Covered (these topics can be adapted to your team's particular needs and goals)

Session 1: *From 'Heroic Leader' to Effective Teams*

- Leadership world-wide is changing from individuals to teams
- Benefits of team development

- How teams can understand their own dynamics
- Working with a systemic perspective
- Managing stakeholder connections

Session 2: *Introductions to Teams*

- The definition of teaming
- The key differences between groups and teams
- Types of teams and how different kinds of teams function

Pause to Review and Reflect

- *What have you learned that is most helpful?*
- *How can you "tailor-make" Sessions 5-6 to be most relevant to help your team grow?*

Session 3: *Characteristics of Effective Teams*

- The key inputs, functions, outcomes and value creation that makes a team successful
- The part that coaching can play in team effectiveness

Session 5: *Helping Your Team Grow* (focused on your specific issues identified by your team)

- Creating your own Team Development Plan
- Creating a sustainable coaching culture within your team

Session 4: *Understanding Team Dynamics*

Session 6: *Moving Forward as a Team*

- Continue to focus on your specific issues identified by your team

Two Options to Participate

- *As a team*--your team participates together as a group and processes the material together (best for leaders/teams who want to maximize their learning together)

- **As a team leader**--you participate individually and choose how you will introduce your learnings into the life of your team (*best for leaders who want to process the material by themselves first; in this case, our calls will include strategy for how to best engage your team in that month's topics*)

Participants Receive

- **Training Worksheets:** In advance of each session, I will send you a worksheet to take notes and learning exercises you will prepare and share during the session.
- **Two-hour online Sessions twice a month for Three months:** Each session is designed to spark dynamic conversation around the key themes and issues listed above. We will use the Zoom platform for maximum interaction. Each participant will need access to reliable internet.
- **Action Step Learning Tasks:** Each session ends with a few specific, concrete actions steps you will take to put into practice what you are learning. We will debrief the results in next call.
- **Certificate of Completion:** Awarded to all who complete the training.

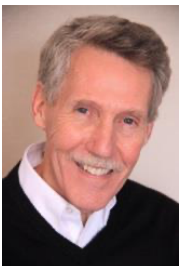
Schedule and Cost

- Ethiopian leaders/organizations are asked to make a donation to advance my ministry among Ethiopian leaders.
- US participants are asked to contribute on a sliding scale. Please contact me for more information.

Registration and Questions

Please contact me if you are interested. We will discuss a program best suited to the needs and goals of your team.

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After a 40-year career as a local church pastor, missionary and theology professor at the Ethiopian Graduate School of Theology (EGST), Dr. Rich now serves as a Leadership Coach and Consultant with The Antioch Partners, a US Mission Agency. He coaches individual Christian leaders, leadership teams, denominations and NGO's to gain deeper clarity about their challenges and opportunities, develop a God-given vision, and make significant progress toward achieving their goals.

Dr. Rich is a certified coach by the International Coaching Federation (ICF). He is also a European Mentoring and Coaching Council (EMCC) accredited team coach and a 2020 graduate of the Global Team Coaching Institute. He founded the **Leadership Coaching Network** to empower African leaders.



Global
Team Coaching
Institute



Associate Certified Coach
International Coach Federation

EMCC Global
Individual Team Coaching
Accreditation



FOUNDATION



**Leadership
Coaching
Network**

Empowering African leaders as agents of transformation for individuals, organizations and society.

- **Who? LEADERS** passionate to expand their ability to help others grow and flourish.
- **What? COACHING** skills to become agents of transformation in all arenas of life, personal and professional.
- **How? A NETWORK** that sustains transformational change across people, organizations, and society.