

## **Building a Team: Organizing and Mobilizing your Network ~ 60 minutes**

### **Goals:**

- Begin to think through power dynamics in relationships
- Identify potential allies and influencers in participants' dioceses
- Strengthen 1:1, networking, and proactive organizing skills
- Offer coaching and feedback, build trust within the group.

Materials: Flip chart, Marker, Pen, Paper/Sticky notes

### **Story (20 min)**

#### **Facilitator Tells the story**

(You can also hand out the story as a case study)

Jennifer, a middle aged woman who can't wait to retire soon, is traveling home from work on the bus. There are several children on the bus coming home from school and they are very loud and rambunctious. Jennifer notices a quiet agitator sitting across from her. She leans over and says silently in the teenage boy's ear that she notices that he sucks his thumb and if he doesn't get the group to quiet down she will let the whole bus know about this habit. The boy quickly complies and gets his colleagues to settle down.

The next week Jennifer is enjoying her ride home and sees that Charlie (the boy that sucks his thumb) is about to get on the bus and sees Jennifer, he then says to his friend Joe, "Oh there goes that miserable woman, let's wait for the next bus." Jennifer says, "Get on the bus and sit down!" The two boys hang their heads, swipe their student pass and get on the bus.

The next week Jennifer is coming home a bit later than normal. Charlie boards the bus and his student pass doesn't work. The student pass cannot be used after 7:00 PM and it is now 7:05. The bus driver is not feeling gracious and says he will have to figure out a way to pay his fare. Charlie looks at Jennifer and Jennifer looks at Charlie. Slowly Charlie walks over and asks if she can help. She hands over her bus card and Charlie swipes returns the card, says thank you and sits down for his ride home.

#### Scribe on flip chart

One side of the flip chart right Charlie, One side of the flip chart right Jennifer.

What are the characteristics of Jennifer? What did she do?

Make sure to highlight:

- she asked
- was reciprocal
- shame (not a good characteristic)
- saw the hidden talent and influence
- established a relationship

What are the characteristics of Charlie? What did he do?

Make sure to highlight:

- he asked for help
- he complied, participated
- he was willing to enter the relationship
- he trusted her to support him in a time of need.

### **Highlighting characteristics of relationships(10 min)**

From these characteristics and your own experience in being asked to participate or asking others to participate in a project, what would stand out?

- How did the characters establish trust?
- Qualities of the relationship?
- Qualities of the person asking for help?
- Facilitator note: prompt participants to think about: POWER Reciprocity, caring...
- Participants yell out answers
- Circle characteristics that come up in the conversation.

### **Facilitator introduces influencer (10 min)**

We would bet that you have some Charlie's in your diocese. People who don't look like they are in charge, but they are able to get people involved and invested in projects. Take a moment and think of who those people might be (either in your congregation, deanery, region, diocese) that are able to get people invested and involved. (*Give participants a minute to think through this list, they may even want to write down some names*)

*Now scribe some influencers: Who are people that are influencers in your diocese?*

*Make sure to include secretaries, facilities managers, etc... make sure they don't just say people in director positions and/or people who are clergy.*

Now pick at least one person from this list you might be able to ask to join you in doing disaster prep/asset mapping in your diocese.

- What do you want them to do?
- How long will it take?
- Who will you ask if they say no?
- What will follow up look like if they say yes?

### **Role play practice in groups of three (20)**

- 1 person asker, 1 person influencer, 1 person coach
- 3 min role play, 2 min coaching, (could also do just one if we need to cut for time)

### **Debrief: In Plenary (10)**

Debrief by rolls starting with coach, then influencers then askers

- What did you notice about yourself?
- What did you notice about the other person?

- What did they do that made you want to say yes?
- Why might you say no?

HAND OUT NEXT PAGE



## **Identifying Allies and Making Connections**

### **Suggested steps:**

1. Identify why you are asking others to join you. What is your mission or goal?
2. What will success look like once they have participated?
3. What is required for them to participate?
  - a. Time - how long is the commitment? How much work is required?
  - b. Risk - When we ask people to volunteer or participate in a project, they might be taking a risk by joining.  
Example: If the other children on the bus said “no,” Charlie would no longer be seen as cool by his classmates.
  - c. Benefit - How will the person grow - personally, professionally, spiritually - by engaging in this project?
  - d. Engagement - How do they bring their best self to the work? Or What resources does that person need to continue to be a part of your group/project?  
Example: child care, meetings on weekends, meeting agendas sent in advance...
4. Regular meetings or other methods of checking in with significant notice and deadlines for completing tasks
5. Ways to hold each other accountable for fulfilling agreed upon tasks/activities.
6. Evaluation: What is working in the relationship? What isn't? How can you amplify the good?
7. Celebrate: throughout your time working celebrate the small wins and big wins. People want to know that they are a part of something good and small praises can go a long way!

### **Additional tips:**

- Great relationships are mutually beneficial!
- Flexibility is required when working with volunteers.
- The choir needs practice. Even if you have people who are on board and on message, they must be given time to practice and remember why they joined you in the first place.
- The ability to say no. Life happens for all of us, if a person experiences life changes, they should be allowed to adjust or leave the opportunity with space to return.
- Some people are eager to do jobs that may not fall within their strengths. You can provide them tools for success or help them discern better ways to use their gifts.
- No one will join you if you don't ask. Passive communications (i.e. newsletters and emails) without face-to-face or phone follow up is often unsuccessful.
- Those who are involved in many other activities are not always the best people to recruit. Try to think of other people who have time and can influence people. Often we tap the same people for various tasks in the church when there are many waiting to be asked!
- Getting a “no” from one person is just a part of the journey. Assemble a longer list of possible people to ask. If someone says “no”, find out if they can suggest someone else to take on the task.