

# THE ORANGE REVOLUTION

Creating Breakthrough Results with  
Your Volunteer Teams

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Introducing the Adams family..

Not that one!

or that one!

This one:



Anita  
Jon, Hallie, Jack, Lola  
Jason, Jaime, Lucy, Leia  
Amy, Martin  
Aaron



Auxano  
Vision Room Curator  
Sums

Elevation Church  
Uptown Campus  
Guest Services Coordinator  
Lake Norman Campus Launch Team

Huddle at Uptown - Ritz Carlton "LineUp"



## WHAT KIND OF MINISTRY TEAMS DO YOU LEAD?

- Are you satisfied with your team's performance?

You shouldn't be!

LET'S LEARN HOW TO  
**ACCELERATE**  
TEAM PERFORMANCE!

## CLEARLY VISUALIZE THE CAUSE

- Involve
- Align
- Create
- Communicate

**Involve** team members at all levels in establishing not only the cause but the values to get there

**Align** the team cause with the larger goals of the organization

**Create** a unique, concise cause statement that helps make the team stand out

**Communicate** the shared purpose clearly and frequently

## COMPETENCE: BACK TO THE BASICS + RECOGNITION

- Goal Setting
- Communication
- Trust
- Accountability
- Recognition

**Goal Setting:** knowing where you are going

**Communication:** wise use of your voice and ears

**Trust:** believing in others and being trustworthy

**Accountability:** doing what you say you will do

**Recognition:** appreciating others' strengths



## FOLLOW THE RULE OF 3

- WOW
- No Surprises
- Cheer

**WOW**-breakthrough teams commit to a standard of world-class performance

**Dream** truly ambitious goals

**Believe** in each other and what they can accomplish together

Take calculated **Risks** but closely **Measure** the results

**Persevere** despite problems or conflicts

**Tell stories** that exemplify what they are trying to achieve

**No Surprises**-all team members are accountable for openness and honest debate, and each knows what to expect from the others

Acknowledgement and respect

Availability

Accepting ideas

Responsiveness

Broadcasting vitals

Offer help, ask for help

Create face-to-face time

## BREAKTHROUGH/SUSTAIN YOUR TEAM WITH SHARED FOCUS

- Experiences
- Symbols
- Challenges
- Rewards and Recognition

**Experiences** - Bring in an outside trainer at least once a year; it will foster unity on a subject of importance to your team.

**Symbols** - Find an inexpensive but symbolic item to hand out for on-the-spot recognition.

**Challenges** - To gain a better perspective on challenges your team members face, set aside one day a quarter when you will work side by side with your team members, doing what they do all day.

**Rewards/Recognition** - At the end of each day, take a moment to gather your team and write down three things that went right.

Getting in the habit of looking for the positives around you will pay big dividends.

## BREAKTHROUGH/SUSTAIN YOUR TEAM WITH SHARED FOCUS

- Voice
- Knowledge and Skills
- Environment
- Relationships

**Voice** - Take time to regularly describe to your team exactly what success looks like. Be specific so they will recognize it when they see it.

**Knowledge/Skills** - Create internal training manuals, team handbooks, and other materials featuring team members as the experts. Give these to new team members when they join.

**Environment** - Create a volunteer break/refreshment area in a central area with plenty of room for team members to interact with one another. Provide drinks and snacks every week.

**Relationships** - Learn to be an active listener. Practice eye contact. Take notes. Ask follow-up questions. The more you demonstrate you can be trusted the more your team will open up to you.

## WELCOME TO THE REVOLUTION.

Now it's your turn...

Be a revolutionary

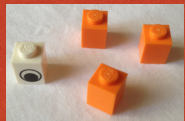


## 3-2-1 STRATEGY

- 3 **Key Terms** from what you've just learned
- 2 **Ideas** you would like to learn more about
- 1 **Concept** or **Skill** you think you've mastered

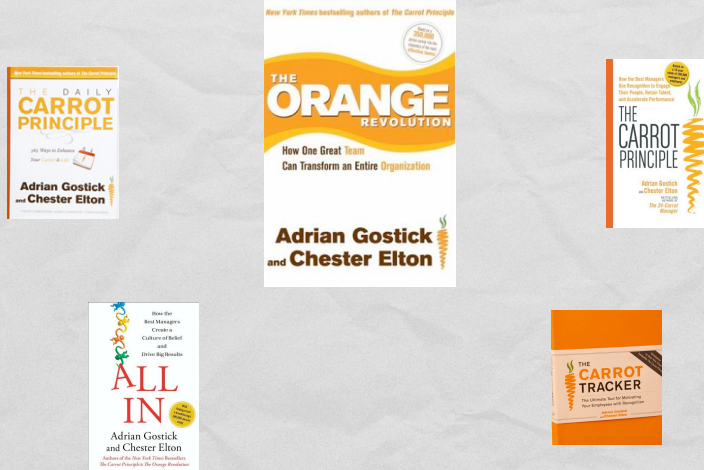
Action Items

## LEGO LEADERSHIP



Kinesthetic learners

## Resources



## Resources and Links

The Orange Revolution

<http://amzn.to/1dXWX00>

The Carrot Principle

<http://amzn.to/UXPN5C>

The Daily Carrot Principle

<http://amzn.to/1502Ton>

A Carrot a Day

<http://amzn.to/1f20w87>

The Carrot Tracker

<http://amzn.to/150317a>

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Presentation PDF

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