

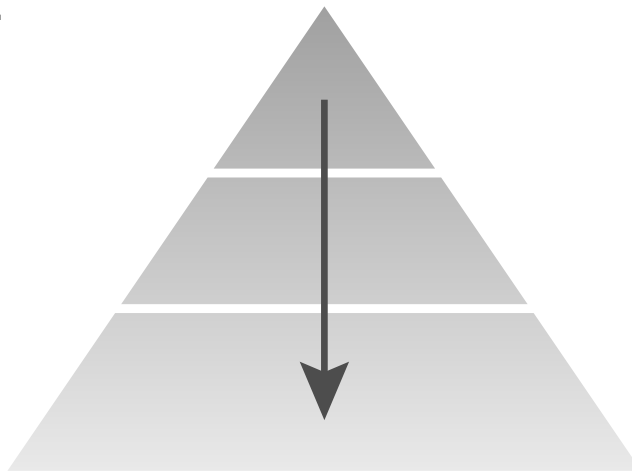
Hero vs Team Culture

HERO

Traditional Leadership

Leader

Team



HERO Culture is an organization or a functional area of the organization, that is run by a group of hard-working, highly talented “heroes” on sheer strength, will and knowledge.

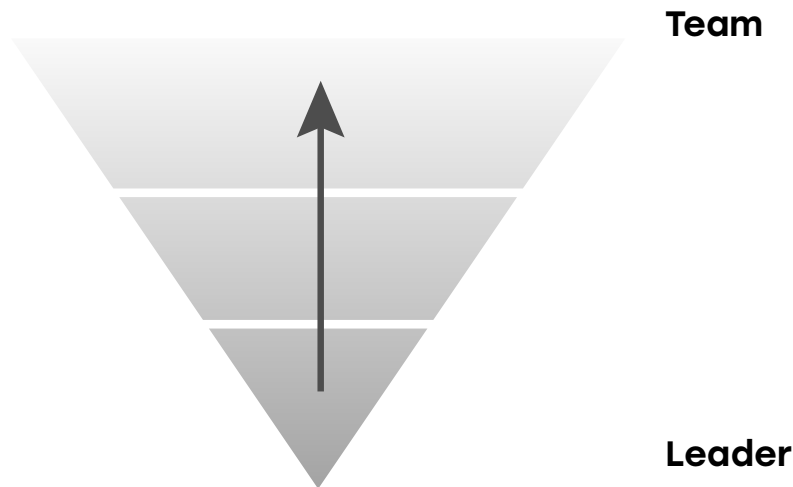
- Hero Leader sets direction
- Accountability placed at top of organization rather than shared accountability
- Innovation/Creativity dependent upon Hero rather than organization
- Highly stretched and stressed leaders
- Bottle necks lead to slower and slower progress
- Creates imbalance of underutilized disengaged leaders
- Growth potential severely limited

Is my organization or ministry currently structured and led in a HERO Culture?

1. Is our vision, ministry action plan, ministry direction planned by one person or by a team of ministry owners and leaders?
2. How many people/volunteers are fired up and owning large areas of ministry responsibility and accountability with you?

TEAM

Servant & Shared Leadership



A TEAM Culture is an organization or a functional area of the organization, that is run by a team of committed and invested owners at all levels of the organization. They lead through a unified vision and direction. Together creating structure and process to achieve the goal desired.

TEAM Culture unified by the **Why**, then together defines and implements actionable plan to achieve the **What** and **How**.

- Team Leader provides context/direction for the team
- Team Leader empowers the team to create the **How**
- Team Leaders supports by removing barriers to progress
- Everyone becomes co-responsible for delivery
- Team Leaders remain accountable but bottle necks removed
- Use of many minds speeds up progress
- Stress levels reduced significantly and organization growth accelerates exponentially