



FIVE CHARACTERISTICS OF HEALTHY ALPHA TEAMS

Alpha Canada

WHAT DOES A HEALTHY ALPHA TEAM LOOK LIKE?

Is it enough that they do their jobs well?

Ideally, we want Hosts and Helpers to enjoy their roles, work well with their colleagues, and reflect God's love as they serve. Here are 5 characteristics to consider that effective, Christlike teams exemplify in business, family, and in Alpha.

1. Team members are passionate about the cause.

Alpha leaders intentionally inspire and motivate their hosts and helpers by regularly sharing the goals of Alpha: open conversation, building friendships, introducing people to Jesus, honest discussion, etc.

They remind teams that ordinary people can be part of something eternal. They encourage a "team spirit" which fosters unity in the group. Team members are excited about participating in the training days, weekend away, prayer times, etc.

2. Team members have clearly defined and well-matched roles.

After prayerfully appointing your team members, add hosts & helpers' emails to the MyAlpha website so they'll have access to all the training materials, discussion questions and more. Go over the Host & Helper Guidelines with them as a group. Check in with each team member regularly to see how they are doing in general and in their roles.

Experienced Alpha team members can partner with new team members to mentor and equip them. This applies to kitchen help, small group discussion leaders, audio-visual volunteers, etc.

3. Team members are free to give and receive help.

A healthy team works well together because they communicate well. This includes having the freedom to ask for needed resources, to problem-solve together, and to get feedback from others before making decisions.

Alpha leaders who build open and trusting relationships with their team members create a culture of collaboration and enthusiasm. A healthy team sees their leader as caring, trustworthy, humble, flexible, and accessible.

4. Team members have great respect for each other.

A healthy team is strong in integrity.

They exemplify Christ-like character like honesty, consistency, and respect for each other. There is no room for backstabbing or gossip. Team members "speak the truth in love" (Eph 4:15) and are considerate.

They let others know if there are any changes to the schedule or regular routine. Working as a team helps people deal with unexpected change and surprises, and to work through them strategically together.

5. Team members receive ongoing support & recognition.

When the Lead Pastor acknowledges Alpha from the pulpit on a Sunday morning, it not only creates awareness and buzz, it encourages Alpha teams and validates their efforts. When Board Members and other ministry leaders show their appreciation to Alpha volunteers, it impacts the team's enthusiasm and ability to move forward in a positive way. Hosts and helpers will feel valued and put 100% effort into all they do including helping others on their team succeed.

Top Tip:

Ask your Alpha Team to evaluate each item – either "I Agree" or "I Disagree" or on a scale of 1-10 (1=poor, 10=excellent). Gather the anonymous notepapers and talk about what needs to be worked on.

Got questions about running Alpha? Connect with one of our coaches! alphacanada.org/alpha-coaching



www.alphacanada.org