

Team Leader Conversation Focus

Sign-up month (January, May, Aug/Sept)

Focus: Starting Well

- How are signups going?
 - If they aren't going well, encourage them to keep inviting...is there family, friends, co-workers they could invite. Do they plan on continuing with the group if there is not any more signups? They need to communicate with Gillian if not.
 - If their group is full, have they let Stephanie know
- Have you been able to communicate with everyone in your group?
 - Good communication with everyone is a key to starting group well.
 - If they need phone numbers of someone in the group, they can message Gillian and she will forward them.
- How do you see your first meeting going? What's your plan?
 - If they see themselves doing everything (welcoming, praying, reading, etc.) encourage them to involve others even in the first meeting.

First month of group meeting (Feb, June, Sept)

Focus: Group dynamics

- Anything you would like to share with me about how your group is doing?
- How are you feeling about the group's dynamic? Are people bonding? Warming up still?
 - Some groups bond quickly, others take up to six weeks.
 - If they are still warming up, encourage the use of icebreakers and taking more time to get to know each other.
- Do you have quiet people or dominant people in the group? How are you helping them?
 - Subgrouping is a great tool to help with quiet or dominant group members. Have everyone split into pairs or groups of three to discuss a question for a few minutes and then take feedback. It gives confidence for quieter ones to share and tends to discourage dominators.
- What's your serve experience plan? Do you sense buy-in from the group?
 - If they haven't begun planning yet, encourage them to have someone (not the Host) take on organizing it. Then spend a few minutes in the next meeting brainstorming.
 - If they sense a lack of buy-in, chat through how they might help the group buy-in. For example: give roles to play, share about previous successful projects they've done.

Second month of group meeting (March, July, October):

Focus: Leadership learnings

- How is the group bonding?
- How's the serve experience plan coming?
- Who in the group is showing promise as a future host?
- How is your own walk with Jesus? Reading the Bible? Prayer life?

Last month of group meeting (Apr, August, Nov/Dec):

Focus: What's next?

- What's your plan?
- Have you had an ICNU conversation with a potential host ("I see in you" the ability to be a host)
- Is there anything we could do to support you better?