

TEAM CAPTAIN

Overview

God's greatest call to us is to be servants. The Team Captain has the opportunity to stand courageously as a servant. The dynamics of the team are really in the hands of the Team Captain; the standards of excellence, leadership, and servant-hood all flow from the Team Captain and the stand he or she takes for the team and the Training. As with all Core Team roles, the Team Captain must have completed the LEAP training (or its equivalent) prior to being on the Core Team.

The Team Captain must be proactive, leading by taking risks in honesty and in relationship. It is the Team Captain's vision, skill, courage, and stand for the team on both a collective and an individual level that will transform the team to stand in their vision.

The Team Captain's attitude and resolve concerning the rigors, disciplines, and practices involved in putting on an LEAP Training with excellence can create astounding possibilities. The Captain sets the tone for where the team is going, raises the standard of possibility, and fosters great team dynamics. In this, the Team Captain takes the lead relationally by spending significant quality time in individual and group coaching with the team members themselves, supporting them throughout the process and leading the way in team communication.

The Team Captain has responsibility not only for the team but also for all the logistics involved in putting on the Training. By covering all the logistics, the Team Captain essentially frees the Trainers to focus on the curriculum and the participants. The Team Captain runs all team meetings with the Sponsor's support. In some cases, the Team Captain and Sponsor divvy up sections of the team meetings and lead them together based on the Sponsor's wisdom and suggestions discussed prior to the team meetings with the Team Captain. The Sponsor and Team Captain will come to clear agreements about who does what and the expectations will be clear in advance, with the intention that the Sponsor is investing in the Team Captain as a leader and potentially a future Sponsor.

The Team Captain embodies the heart of enrollment. This means that the Captain is clear about what it means to champion someone towards their vision in life, and to stand with them in that vision and support that person in getting clear if LEAP will be the tool that will help them get there further faster. A Team Captain is not easily hooked by their own limiting conversations as individuals are wrestling through the obstacles of time, money and other circumstances, so they can support the person in breaking through to new possibilities even in how they relate to those circumstances in light of their vision.

A Team Captain is willing to look at their attitude of heart, to notice, confess and ask forgiveness when they miss it with people and with the team, and they are a humble example to the team of viewing feedback in a neutral way that opens up new possibilities for all. A Team Captain is willing to do whatever it takes to accomplish the vision, always holding relationship with the utmost regard.

Commitment

Beyond the arena of character, you will be asked to commit to the following:

1. Attend all team meetings and the Intro to Transformation Workshop and Info Call(s).
2. Be prepared for all meetings and the Training, including any homework and paperwork.
3. Participate in weekly team coaching calls.
4. Enroll other individuals to the team.
5. Enroll and register participants to the LEAP Training.
6. Make support calls.
7. Pray regularly for the team, the Trainers, the participants, and the Training.
8. Be a witness.
9. Create value for the team.
10. Do what it takes to accomplish the vision.

Consider LEAP like a “part-time” job, in a sense, knowing that you will need to set aside other priorities in this season to make LEAP an important part of your daily life.

Relationship to the Team

The challenge is on your shoulders to provide the leadership necessary for a successful LEAP Training. You are the team's leader and champion, making the unprecedented future a reality. Therefore, notice any assumptions that you may be making about what you are hearing and seeing throughout this process. This is about discovering what God is revealing to you and about discovering God's provision where perhaps before you saw none.

As Team Captain, you are the one who champions the team towards their vision. The unprecedented future is the future that we declare will be. This declaration is not based on asking "How do we get there?" Instead, your declaration is a stand that comes from the act of declaring ourselves. Out of our declaration of whom we say we are, our actions follow. The unprecedented future is not an extrapolation of the past; it is an impossible future, one that we can't arrive at from the predictable.

One of your key roles with the team is to equip them in being clear and articulating with them the stand they are declaring about who they are for others in the process of putting on the Training. The major insight you are seeking to impart to the team is that the future is what we say it will be. You want them to understand that; the "how" should not dictate our willingness to risk for that future.

Besides being the one who casts vision, you will do other leadership functions such as running all team meetings according to what you and the Sponsor agree on, ensuring that all logistics are completed, solving relationship problems among team members, holding the team accountable for broken commitments or unresolved conflicts, and doing whatever rigors are necessary for the team's success. You are the key person to make sure people and equipment are handled well, that all borrowed or rented things are returned in good order, and that everywhere you and the team go is left better than how you found it. In every fashion, you are "where the buck stops" regarding every aspect of the Training. One of your first tasks as Team Captain will be to enroll others to the team.

Relationship to the Participants

During LEAP, you will make sure that all the logistics and the team attitude serve the participants unhindered. You will need a thorough knowledge of the schedule and exercises. You will also need a manager's eye for the details, as it is your job to ensure that the participants experience all of the fullness that LEAP offers. This means creating a safe environment, being aware of what is happening inside and outside the room, being decisive when needed, and troubleshooting unanticipated situations.

More specifically, some of the practical tasks of the Team Captain include being clear on the responsibilities of volunteers and team members, including those outside the room. You are also secondarily responsible after the Sponsor for making sure the Trainers' needs are met, including having water and other beverages available, making sure meals are provided and meet their diet requirements, ensuring they have the supplies they need to conduct the Training, and anything else that they require.

Relationship to the Trainer

A successful Team Captain is one who frees the Trainers to concentrate on the LEAP curriculum and the participants. In this light, you will make sure that the team is on top of their attitude and responsibilities so that everything is running smoothly. The Sponsor is primarily focused on the Trainers' needs, however, should the Sponsor need to run an errand or take care of something for the Trainer outside the room, you then become the number one person responsible for the Trainers' practical needs and to make sure that they are not impeded by any logistical problems. During LEAP, you are on call 24 hours a day.

Responsibilities Before LEAP

During this time it is the Team Captain's responsibility to make sure all areas of administration are functioning and on schedule. While it is not required for the Captain to physically take care of the work, it is his/her responsibility to often delegate and make it happen. This could require a level of "unreasonableness" not yet experienced by both the team and the Team Captain themselves. Constant accountability is necessary. This could look like late night phone calls, last minute meetings, spontaneous administrative changes, shifting in how one is standing in their commitment, etc. Be prepared and focused, letting nothing slip by. Take nothing for granted! Assume nothing! This could be a big opportunity as the Team Captain learns enrollment in a new way. Don't do it yourself but make sure it gets done. Whatever it takes to get it done...DO IT!

It may be necessary to meet with some or all of the team during this time to ensure all commitments are being fulfilled. Interruption of broken commitments may be necessary and conflicts must be resolved through clearing so there is complete alignment of all team members upon entering the LEAP room on Day One morning.

Do all of the set-up the night before LEAP. This will ensure smooth operation in the morning and a greater degree of excellence.

Ask the Sponsor or Coach who you can call who has previously been the Team Captain (even from LEAP, or Reveal trainings elsewhere) to ground on details of this job.

Responsibilities During LEAP

While LEAP is in session, the Team Captain will follow the lead of the Trainer. The Team Captain is responsible to direct the team in the execution of any part of LEAP by which members of the team are involved. He or she is to oversee the mechanics of each exercise in a way that is invisible and allows the Trainer to concentrate on LEAP and the participants. It is his or her responsibility to have an excellent working knowledge of the mechanics of each part of LEAP and who is to be involved.

This grounding occurs both before LEAP and during team groundings during LEAP. It is a good idea to take notes and anticipate what is next. Be prepared to ask questions during groundings and debriefs that will assist the team in getting clarity of what to do.

The greater clarity on the mechanics, the less possibility for breakdown and therefore the greater possibility for getting it all done and remaining invisible.

Ground the team that this training is just US. Not them and us but us together and so as the four days go on, see what God is revealing to you about your life and what are the areas where you have closed down possibilities. Where in your life would you like to go again? What or whom have you given up on?

Break Times: This is the time to take care of changes in the room's configuration, hold groundings, use the restroom and eat your meals. Ideally, it is best to take care of the room changes first before the team takes care of restroom and meal needs.

There is a possibility that the team will blend with the participants during this time. It is very important that the Team Captain hold the team to the mood of the participants.

Meals should be carried out quickly and efficiently with the Team Captain being constantly aware of the time and what is next. The team is to have everything done and be in their seats, ready and focused, at least five minutes before the doors open giving the trainer opportunity to take care of business and to concentrate. The table is to be clean by the time the doors are opened for the participants. The Team Captain will keep the team aware of times and where to be. **Remember: Everyone is responsible for holding everyone to the ground rules and no one is complete until everyone is complete.**

Responsibilities After LEAP

The Team Captain is responsible to ensure that all supplies and equipment are returned to their appropriate locations. That is, he or she is responsible to see that it happens but not necessarily to do it themselves. Part of this includes the stewardship of equipment and supplies, making sure all borrowed or rented things are returned in good order, leaving a room better than you found it, reporting to the Sponsor anything broken, etc.