

Definition of Self-Managed Team

The following is from the Academy for Innovate HR

What is a self-managed team?

A self-managed team is a group of individuals responsible for organizing and managing their work without a traditional hierarchical structure or external direction. Members of a self-managed team empower themselves to make decisions and solve problems with the support and trust of the team and organization.

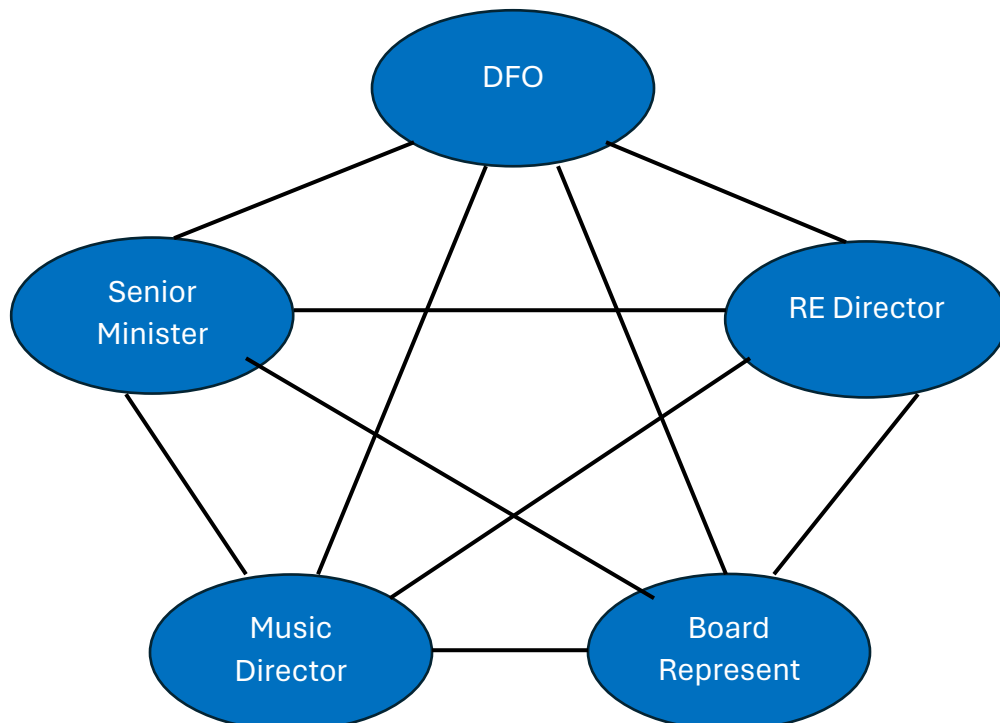
What is the goal of a self-managed team?

The goal of a self-managed team is to empower team members to take ownership of their work and make decisions that align with the purposes of the group and organization.

In a self-managed team, members are typically given a high level of freedom and are accountable for organizing and managing their work without direct supervision from a manager. This work may involve setting goals, prioritizing tasks, and deciding how to achieve their objectives.

This approach can foster a sense of ownership and accountability among team members and encourage collaboration and creativity. Organizations that use self-managed teams believe giving more responsibility and autonomy can lead to better outcomes.

Many models of self-managed teams are discussed in literature and across the internet. One prominent model is the star. model. *The lines represent agreed-upon and scheduled forms of communication, collaboration, and coordination.*



TVUUC Management Team Formation

Since every organization is unique, The actual Management Team structure and responsibilities will evolve through the following:

1. A survey (much like the Board Survey) to the proposed Management Team asking six questions:
 - 1) List the three things you think are your most important responsibilities.
 - 2) List three things that could help make you feel more effective or productive.
 - 3) List three areas or processes that, if improved, would have the largest impact on the church's future growth and sustainability.
 - 4) List three things that could increase the effectiveness and productivity of volunteers.
 - 5) List three things the Board should either start, stop, or continue.
 - 6) If every other area of our operation remained at its current level of performance, which one area would we want to improve the most?
2. Responsibility Matrix exercises that would be facilitated by the four experienced coaches.
3. A Congregational Survey

Sample Management Team Responsibility Matrix with Sample Task

R = Responsible

A = Accountable

C= Consulted

I = Informed

Task	DFO	SM	RE Dir.	Music DR	BOD Rep
Accepting bids / entering contract for small repairs (e.g, broken window, plumbing leak)					
Accepting bids / entering contract for large repairs (e.g., replace HVAC)					
Auction / Rummage planning and execution					

Environmental initiatives (e.g, green sanctuary)					
Provide input for draft Budget for board/congregation approval					
Develop annual list for share the plate					
Coordinate complaints and feedback					
Handle HR staff issues					
Manage security issues and concerns					
Emergency PR / crisis management					
Regular PR (e.g., someone approaches the church for a public position/comment on an issue).					
Manage requests for rental of church space for events					
Requests for targeted fundraising for a specific initiative					
Worship Team priorities and task coordination					
A/V Team priorities and task coordination					
Membership Team priorities and task coordination					
Membership Team Realm training and data maintenance					

Management Team Leadership Principles

1. **Servant Leadership**

- Focuses on the needs of followers
- Develops followers by emphasizing empathy, humility, and commitment
- Makes decisions that aim for what is best for the group
- Empowers followers to make decisions and take ownership of their work

2. **Principled Leadership**

- Follows the Eight Principles of UUA
- Uses the Church’s **Shared Vision** to align stakeholders in decision-making
- Emphasizes honesty, ethics, and fairness
- Holds itself and its followers to high standards of behavior