

ON HIS TEAM

by
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INTRODUCTION

Welcome to *On His Team*!

Over the past fifteen years, my company (**SHIFTPOINTS**), has worked with dozens of executive teams. We've seen the good, the bad, and the really ugly!

In addition, as part of my new ministry (WWJD Coaching), I have been studying the life of Christ with a specific emphasis on how Jesus led and developed His team.

On His Team is a brand new four-week course that will inspire and equip you to develop high-performance leadership teams. Drawing from the model Jesus used to develop His team, you'll discover Biblical truths about building the right team, creating healthy dynamics, and developing people for Kingdom purpose.

Each week focuses on a key principle from Jesus' team-building approach:

- **The Right People** – How Jesus chose ordinary people to do extraordinary things—and how He's choosing you.
- **The Right Design** – How Jesus structured His team with purpose, clarity, and mission.
- **The Right Development** – How Jesus transformed Peter from a backwater fisherman into a game-changing leader.
- **The Right Dynamics** – How Jesus built a culture of unity, trust, and teamwork among twelve very different men.

Whether you're a CEO, coach, parent, or pastor, this course will help you become a better leader, follower, teammate, and coach. Rooted in Scripture and strengthened by real-world executive team experience, this course will transform the way you think about teams.

I look forward to going on this journey with you. Please contact me at dave@WWJDcoaching.com if you have any questions or suggestions.

Godspeed,



ON HIS TEAM – LESSON ONE: THE RIGHT PEOPLE

Five specific events describe how Jesus called His disciples:

- On Jesus' "first day," He attracted His first followers (John and Andrew, who got Simon)
- The next day, He "found" Philip, who then got Nathanael
- Approximately nine months later, Jesus invited four to "Follow Me." (This added James)
- Shortly thereafter, Jesus called Matthew
- Approximately 18 months into His ministry, Jesus selected His twelve
 - NOTE: This is **the first time** we learn of Thomas, James the Younger, Jude/Lebbaeus/Thaddaeus, Simon the Zealot, and Judas.

The Night in Prayer ...

- One of those days Jesus went out to a mountainside to pray, and spent the night praying to God. When morning came, he called his disciples to him and chose twelve of them, whom he also designated apostles ... (Luke 6:12-13)
- **Followers → Disciples → Apostles**

The Original Twelve:

Simon → Peter	Son of Jonah	Fisherman	Bethsaida
James the Elder	Son of Zebedee	Fisherman	Capernaum
John the Beloved, brother of James	Son of Zebedee	Fisherman	Capernaum
Andrew, brother of Peter	Son of Jonah	Fisherman	Bethsaida
Philip			Bethsaida
Nathanael, also called Bartholomew	Son of Tolmai		Cana
Thomas, also called Didymus			Galilee
Matthew Levi	Son of Alphaeus	Tax Collector	Capernaum
James the Younger	Son of Alphaeus		
Judas, also called Thaddaeus and Lebbaeus	Son of James		
Simon		Zealot	
Judas Iscariot, the traitor			Kerioth

DISCUSSION QUESTIONS:

- Why did Jesus choose these guys? What made them the "right" people?
- What criteria do you use when selecting people to be on your team?
- Have you ever chosen someone based on their future potential vs. the past performance?
- In what ways do you feel ordinary or unqualified?
- How can you apply these lessons to your team?

ON HIS TEAM – LESSON TWO: THE RIGHT DESIGN

“Strategy precedes structure” ... and their primary role was to learn. They were more like a class of students than an executive team.

The Forerunner: John the Baptist

- John baptized Jesus (Matthew 3:13-17), proclaimed Jesus as the Lamb of God (John 1:29), and pointed people toward Christ (John 1:35-37)

The Right Leader: Jesus!

The “Right-Hand Man”: Simon Peter

The Inner Circle: Peter, James, and John

- The inner circle had (at least) three special developmental experiences: raising Jairus’ daughter from the dead (Mark 5:21-43), the Transfiguration (Mark 9:2-8), praying with Jesus in the garden (Mark 14:32-42)
- NOTE: Andrew, Peter’s brother, was the first follower but was not included

Group Two: Philip, Nathanael (also called Bartholomew), Thomas (also called Didymus), and Matthew Levi

Group Three: James the Younger, Judas (also called Thaddaeus and Lebbaeus), Simon the Zealot, and Judas Iscariot, the traitor

The Two-Man Teams: Multiple Occasions

- Jesus deployed the Apostles in two-man teams. (Matthew 10:1-15)
- Jesus sent seventy-two out in two-man (two-person?) teams. (Luke 10:1-24)
- Jesus sent two disciples to Jerusalem to find the donkey and colt. (Matthew 21:1-3)
- Jesus sent Peter and John to make preparations for Passover. (Luke 22:8)

The Women: Eleven women specifically named played a significant role supporting Jesus’ ministry.

The Replacement: Matthias

- The Apostles decided to replace Judas Iscariot (Acts 1:21-26). They prayed and cast lots, asking God to show whom He had chosen ... the lot fell to Matthias.

The Addition: Paul

- Paul had a totally different background from the others, a totally different “appointment” to be an apostle, and a totally different “training program.”

DISCUSSION QUESTIONS:

- Why did Jesus create an “inner circle?”
- How did the others feel about being “left out?”
- What was the role of the support team?
- Why do you think Jesus often sent the disciples out two-by-two?
- How can you apply these lessons to your team?

ON HIS TEAM – LESSON THREE: THE RIGHT DEVELOPMENT

Jesus used (at least) ten specific development tools to transform Simon into Peter the Rock:

Development Tool #1: Jesus Assessed Peter

- Jesus assessed Peter. (constantly)

Development Tool #2: Jesus Called Peter

- Jesus told Peter, “Follow me, and I will make you fishers of men.” (Matthew 4)

Development Tool #3: Jesus Appointed/Promoted Peter

- Jesus chose twelve of them, whom he also designated apostles ... (Luke 6:12-13)

Development Tool #4: Jesus Affirmed Peter

- Jesus told Peter he would be called “the Rock,” (John 1) and reaffirmed it. (Matthew 16)

Development Tool #5: Jesus Trained Peter

- Jesus taught Peter. (constantly)

Development Tool #6: Jesus Challenged Peter

- Jesus challenged Peter to walk on water. (Matthew 14)

Development Tool #7: Jesus Empowered Peter

- Jesus told Peter, “I will give you the keys of the kingdom of heaven.” (Matthew 16 after Peter answered the most important question.)

Development Tool #8: Jesus Favored Peter

- Peter was in Jesus’ “inner circle” and received multiple special developmental experiences.

Development Tool #9: Jesus Blessed Peter

- Twice, Jesus blessed Peter with fishing miracles / abundant catches beyond expectation. (Luke 5 and John 21)

Development Tool #10: Jesus Disciplined Peter

- Jesus rebuked Peter’s lack of faith after sinking into the water. (Matthew 14:30-31) Jesus rebuked his impulsive reaction to the foreshadowing of the crucifixion. (Matthew 16:22-23) He rebuked him when he fell asleep in the garden. (Matthew 26)

BONUS: Development Tool: Jesus Restored Peter

- Jesus placed Peter in his “One Best Role” ... leading the team

DISCUSSION QUESTIONS:

- Why did Jesus choose Peter?
- Which of these development methods has Jesus been using on you?
- How did Jesus handle Peter’s failures?
- What does Peter’s transformation tell us about our own potential in God’s hands?
- How can you apply these lessons to your team?

ON HIS TEAM – LESSON FOUR: THE RIGHT DYNAMICS

Jesus and the Twelve spent 3 years together ... not just working in the same building ... they lived, ate, traveled, and worked together.

- Lots of **private** teaching on love, service, sacrifice, etc.
- Lots of **shared** development experiences
- Lots of **shared** “out of their comfort zone” experiences

Jesus developed positive dynamics amongst the twelve:

- **Love:** “A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another.” (John 13:34-35)
- **Followership:** “Whoever wants to be my disciple must deny themselves and take up their cross and follow me.” (Matthew 16:24)
- **Trust:** Jesus made the disciples get into the boat and go on ahead of him to the other side ... After he had dismissed them, he went up on a mountainside by himself to pray. (Matthew 14:22-23)
- **Teamwork:** “Calling the Twelve to him, he began to send them out two by two and gave them authority over impure spirits.” (Mark 6:7)
- **Resilience:** “You will be hated by everyone because of me, but the one who stands firm to the end will be saved.” (Matthew 10:22)
- **Adaptability:** “Go! I am sending you out like lambs among wolves. Do not take a purse or bag or sandals...” (Luke 10:3-4)
- **Unity:** “My prayer is... that all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me.” (John 17:20-21)
- **Servant Leadership:** “Now that I, your Lord and Teacher, have washed your feet, you also should wash one another’s feet.” (John 13:14)

Jesus also squashed dysfunctional dynamics, including selfish ambition, doubt, and infighting.

Bonus Time: They received an additional 40 days of training after Jesus’ resurrection. However, the real gamechanger was Pentecost.

DISCUSSION QUESTIONS:

- What is the best team you were ever on?
- Why is love the most distinguishing characteristic of Christian disciples?
- What can we learn from how Jesus handled conflict and competition among the disciples?
- How did shared experiences bond the disciples as a team?
- How can you apply these lessons to your team?