

Consider the following as you think about gathering a team to innovate in Adult Faith Formation



- **Key players.** The team should reflect church staff and leaders involved in working with adults - faith formation, worship, adult groups, justice and service, etc.
- **Bring together the seasons of adulthood.** The team should reflect the four seasons of adulthood: young adult, midlife adult, mature adult, and older adult.
- **New perspectives.** Invite some new people onto the team who can bring new perspectives.
- **Communication in the 21st Century.** Have at least one person with skills in social media and websites.
- **Solve a Problem.** “Bring together people interested in trying to solve a problem that you are experiencing in adult formation. If there is a true commitment to a shared mission, the ideas will come. The biggest misconception about innovation is that it’s about ideas. It’s not. It’s about [solving problems](#).”
- **Promote psychological safety.** “What matters most to team performance was psychological safety, or the ability of each team member to be able to give voice to their ideas without fear of reprisal or rebuke.”
- **Invite diversity.** “Don’t build a team with a specific “type” in mind, usually people who seem most like you. This may be great for creating camaraderie and comfort, but it is not the best environment for solving problems. In fact, [a variety of studies](#) have shown that diverse teams are smarter, more creative, and examine facts more thoroughly. Great innovative teams learn to constructively work through these tensions.”
- **Value teamwork.** “When it comes to innovation, [generosity can be a competitive advantage](#). The truth is you don’t need the best people — you [need the best teams](#). The problems we face today are far too complex to be solved by a lone genius working in isolation. That’s why the best innovators tend to be [knowledge brokers](#), who embed themselves into networks so that they can access that one elusive piece of insight that can crack a tough problem.”

The good news is you already have these people in your parish. Don’t be afraid to invite them to solve a problem and chart a new course for adult faith formation!

Quotes from [Greg Satell](#) is an author, speaker, and advisor. His first book, [Mapping Innovation: A Playbook for Navigating a Disruptive Age](#), was chosen as one of the best business books of 2017 by 800-CEO-READ. Follow his blog at [Digital Tonto](#) or on twitter [@DigitalTonto](#).

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