

Relationships

*How to Make them Work for You as
You Successfully Lead Others*

Three Parts:

1. Relationships (Building Bridges)
2. Leadership (Establishing Trust)
3. Impacting our Co-Workers for Christ

My Journey

- 60's Heart for God.....Calling
Why am I here? Ambassador for Christ
- 70's Heart for People.....Integration
Who am I? Minister to others
- 80's Heart for Co-Workers.....Platform
Where am I to minister? The workplace!

My Journey

- 90's Heart for Business Leaders.....Brokenness
How do I lead a business and minister to other Leaders at the same time? 80% / 20%
- 00's Heart for the Nations.....Bridge Building
What is my small part in this move of the Spirit of God in the workplace?
Business Leaders, Pastors, Educators

My Life Verse

“ For I have come to have much joy and comfort in your love, because the hearts of the saints have been refreshed through you, brother.”

Philemon 7 (NASU)

Relationships

Part I

Next to the Family,
The Primary Place
That God uses to
Build Relationships
is in the Workplace !

Effective Leaders

Build trust

Through....

Relationships

Then How do We as Leaders practically-

Build Long Term

Relationships of Trust

in the Workplace?

Two Problems in Business

My Dad told me that I would only encounter two problems in business:

People and Machines

With money you can buy equipment and repair it. People can not be fixed by money alone. It requires relationships.

Relationships

- Are the key to building a company culture
- The leader sets the tone for the company culture

Relationships

- The company culture is the basis for long term success
- But **you** as an individual can build relationships regardless of the culture

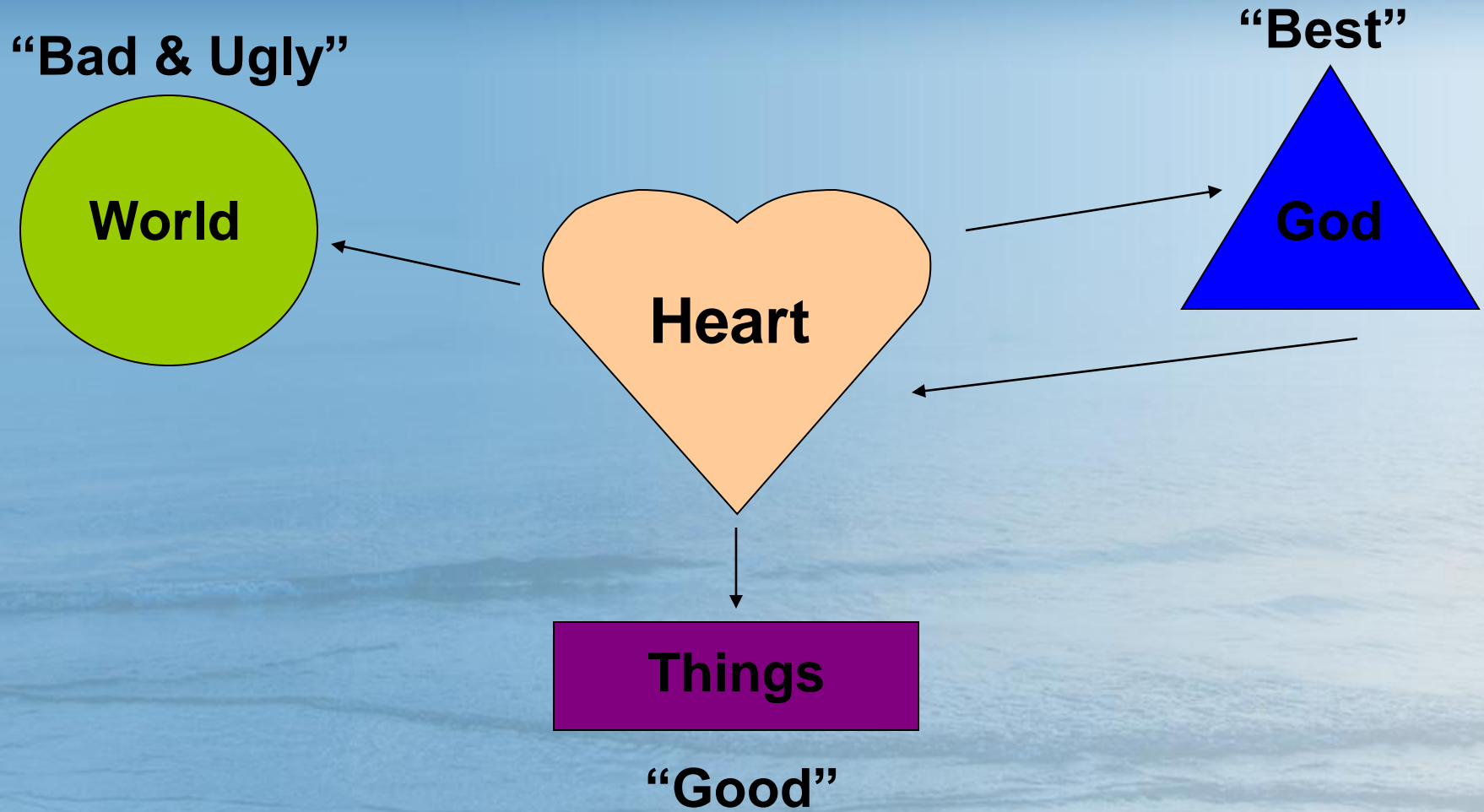
Relationships...the Heart

- The primary key to building relationships is the **heart**
- People want to know that you love them and really have their best interests at heart.

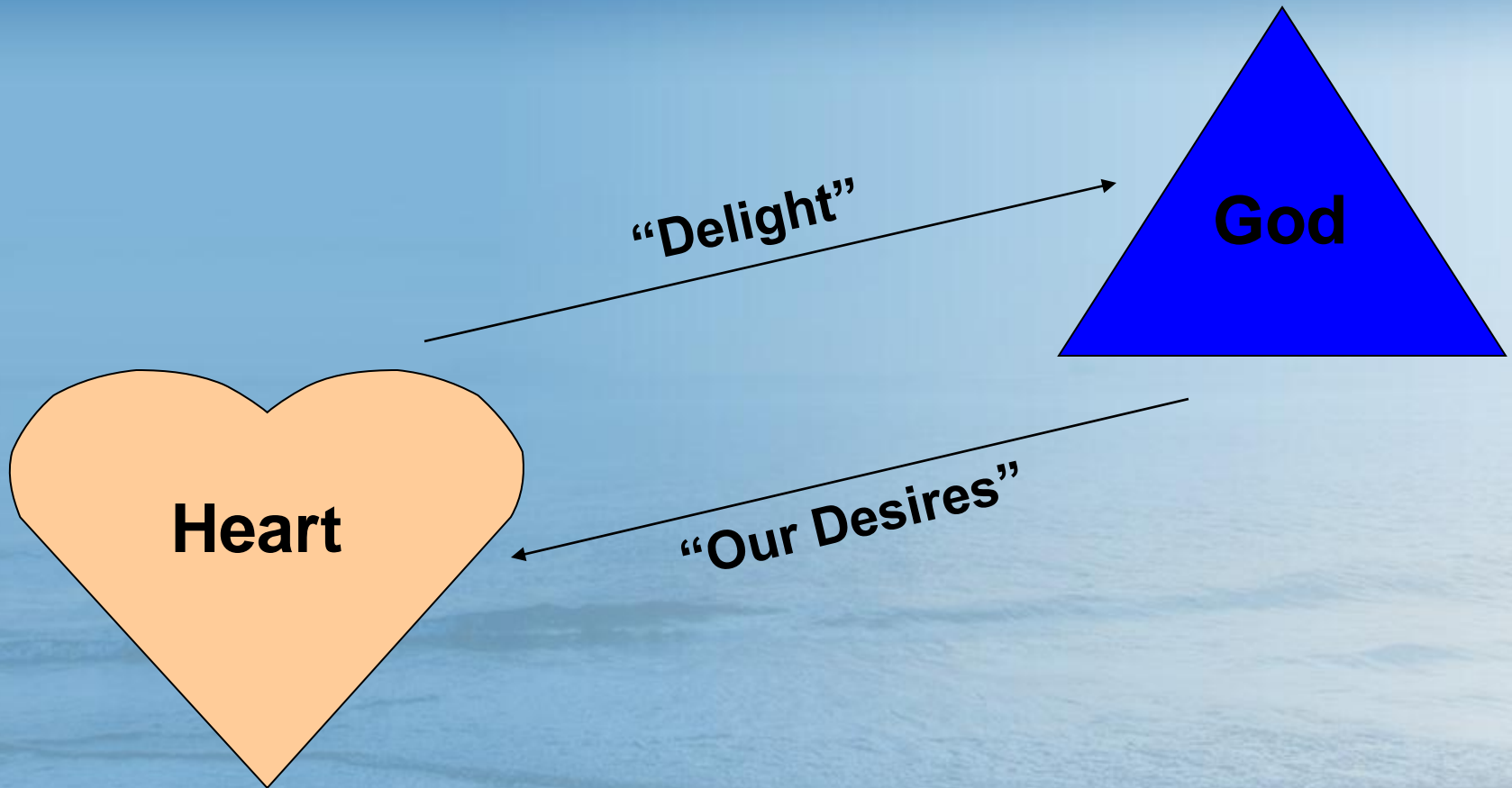
Relationships...the Heart

- Heart (spiritual issue)
- Relationships (anyone in organization)
- Bridges of Trust (built over time)
- Culture (the leader sets the “tone”)
- Long Term Success (end result!)

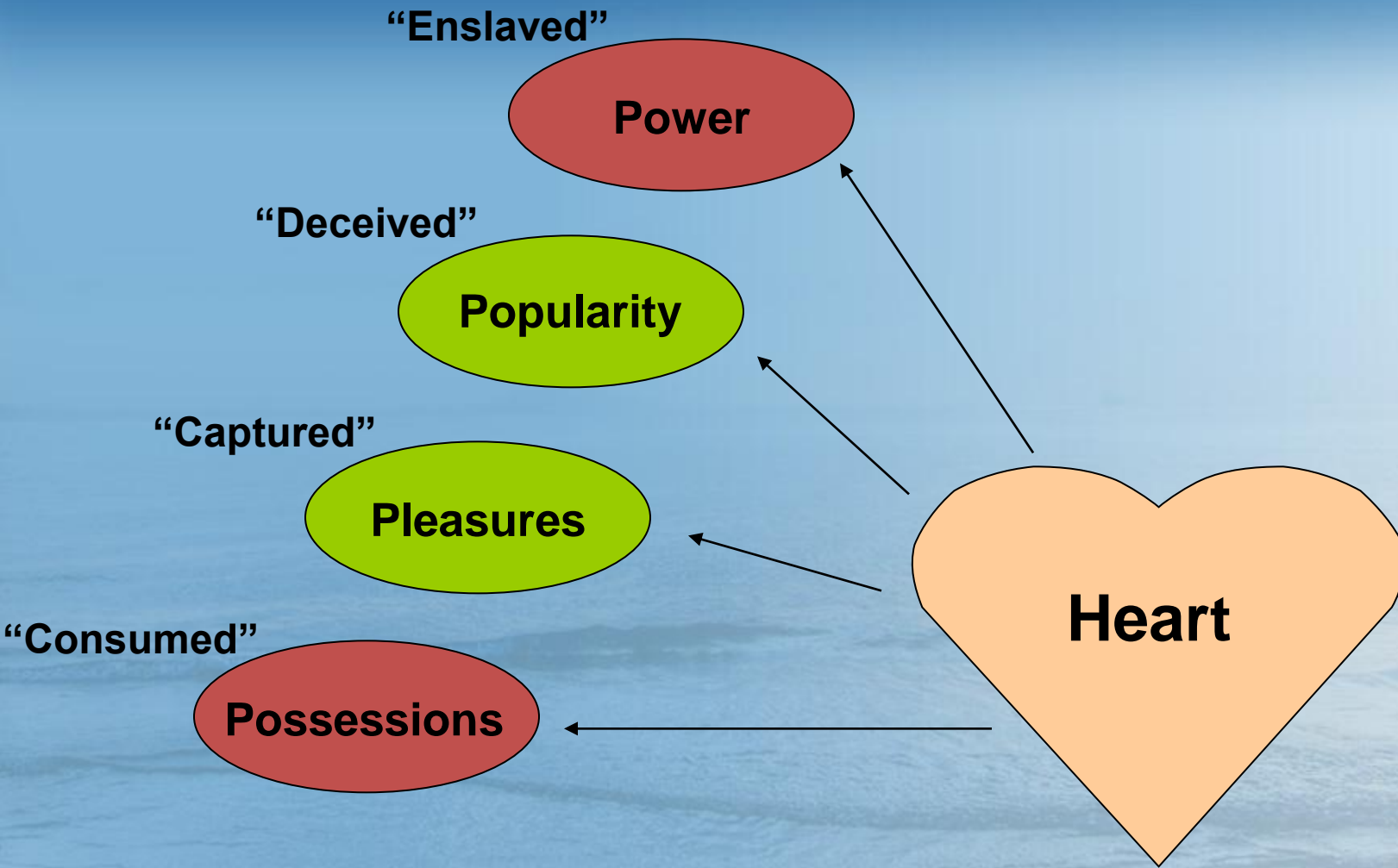
Heart's Focus



Heart's Focus: God



Heart's Focus: World



Relationships...Focus on the World

*“Stop loving this evil world and all that it offers you, for when you love the world, you show that you do not have the love of the Father in you. For the world offers only the **lust for physical pleasure, the lust for everything we see, and pride** in our possessions. These are not from the Father. They are from this evil world. And this world is fading away.”*

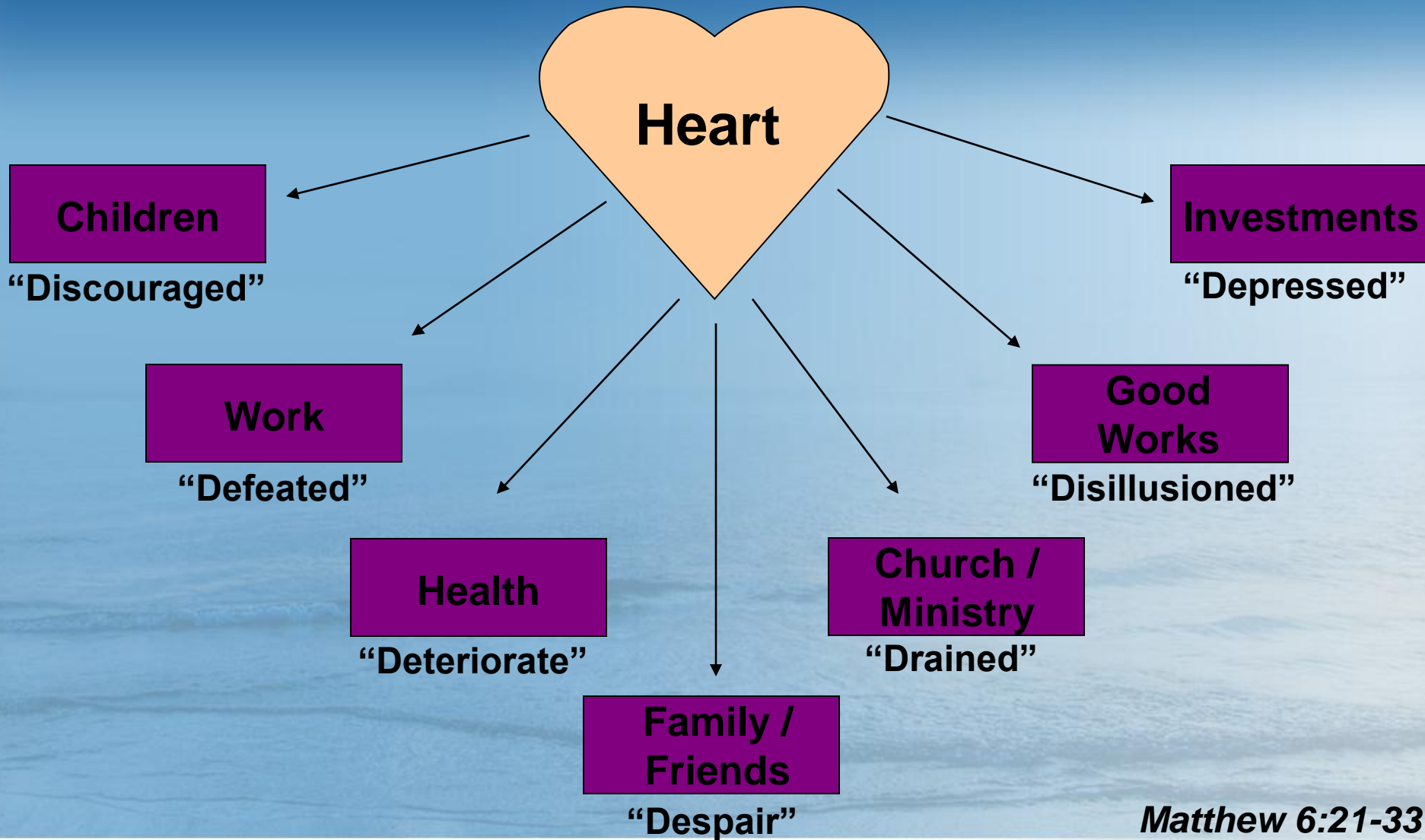
1 John 2:15-17 (NLT)

Relationships...Focus on God

“The reward of humility and the fear of the Lord are riches, honor, and life.”

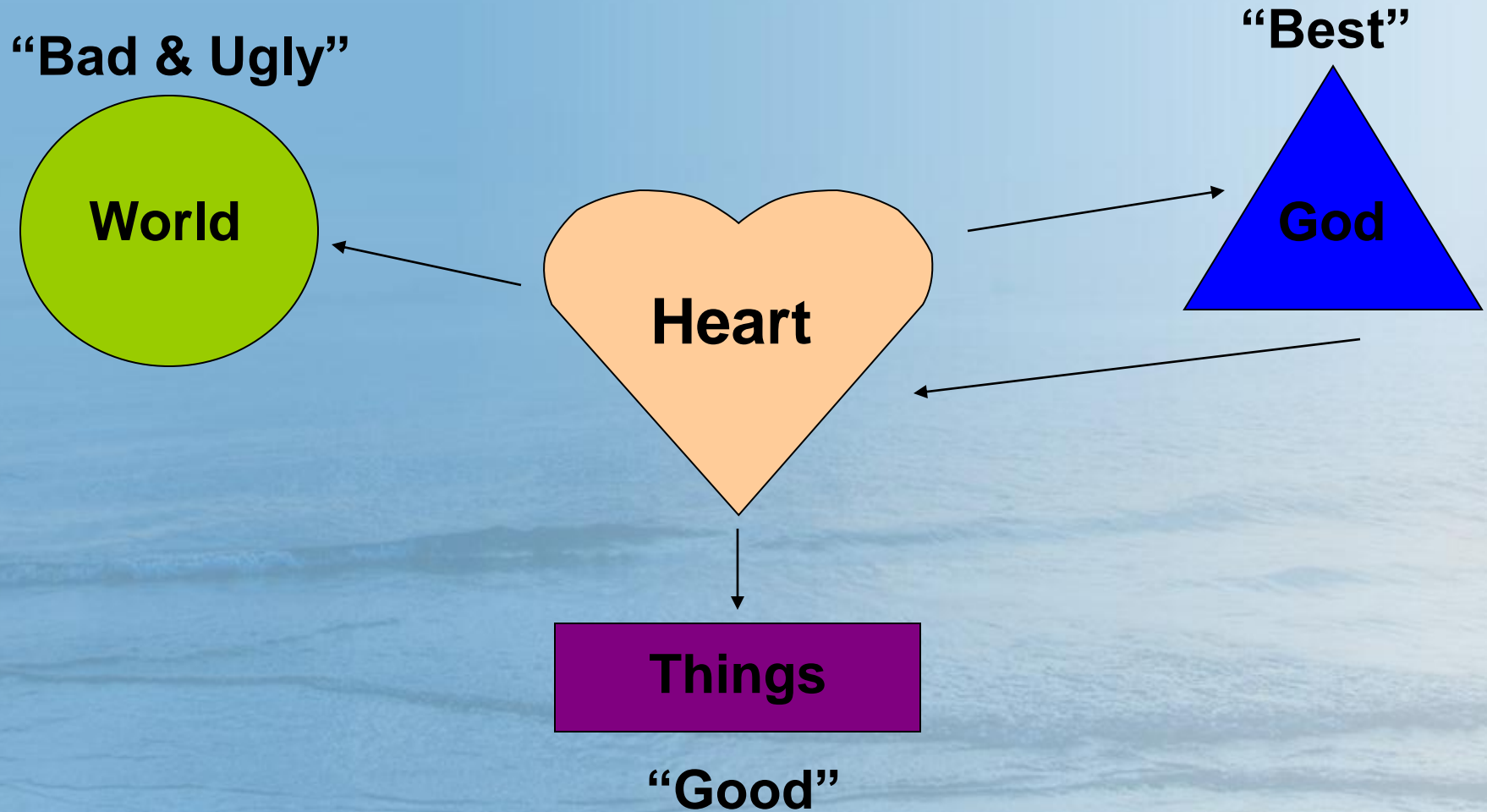
Proverbs 22:4 (NASU)

Heart's Focus: Good Things



Matthew 6:21-33

Heart's Focus



Relationships...the Best

“Where is the man who fears the Lord? God will teach him how to choose the best. He will live within God’s circle of blessing and his children shall inherit the earth. Friendship with God is reserved for those who reverence Him. With them along He shares the secrets of His promises.

Psalm 25:12-14 (Living)

Relationships...Loving People

- **Focus on God**
- Not on the world
- Not on the “good”
- But on the Best

- Get our Heart Right
- God will give us a heart and love for people

Relationships...the Heart

“For the eyes of the Lord move to and fro throughout the earth that He may strongly support those whose heart is completely His.”

2 Chronicles 16:9 (NASB)

Relationships...the Heart

- David (eventually lust, murder)
- *“And his heart was not wholly devoted to the Lord his God, as the heart of David his father had been.”*

1 Kings 11:4 (NASU)

Relationships...the Heart

- Hezekiah (15 yrs. extra...Pride)
- *Thus says the Lord, 'Set your house in order, for you shall die and not live' ". Then he turned his face to the wall and prayed to the Lord, saying "Remember now, O Lord, I beseech You, how I have walked before You in truth and with a whole heart and have done what is good in Your sight."*

2 Kings 20:1-3 (NASU)

Relationships...the Heart

- Asa (killed queen...trusted riches, alliances)
- *“Asa did what was right in the sight of the Lord, like David his father...but the high places were not taken away; nevertheless the heart of Asa was wholly devoted to the Lord all his days.”*

Relationships

The long term success of your organization will not be primarily determined by your ability or by the talents within your organization but by the relationships within it.

John 15:12-14 NLT Jesus said-

“I command you to love each other in the same way that I love you. And here is how to measure it — the greatest love is shown when people lay down their lives for their friends.”

How do we Learn to do it?

- The model of Jesus (Servant Leader)
- Stories from the Bible (constant reading)
- The example of others
(Peers are Important, exp. Steve and group)

How do we Learn to do it?

- Stories from the Lives of Others
(Articles, Books, Audio CDs, DVDs)
- Our Failures
- Doing it , Trial and Error

Doing it

- Telling is not teaching
- Listening is not learning
- We learn to do by doing!

Building Relationships is a basis for:

- Sharing a Common Vision
- Valuing People and Their Gifts
- Team Building
- Holding People Accountable

Stories

- Distribution Firm
- Started in 1959 by our parents
- We took over in 1972 and lost 90% of the business in 17 months, and we were left with only three employees
- 1997-about 400 employees in 40 cities in 30 states

Stories

- **Reunion Picnic** Summer 2004
- People traveled from 200 and 500 miles away
- What kind of **relationships** caused people to come together seven years after company was sold, four years after I left, and three years after it was moved?

Stories

- What kind of **relationships?**
- **They were Family!**
- **They were interested in and loved each other.**
- **They enjoyed working together.**
- **They trusted each other.**

Stories

- **Summer Camp** for the employees children
- Vacations together with leaders and spouses
- Golf scramble teams for leadership

Stories

- Generous 401-K Plan with 150% employer contribution
- 3 x 5 prayer cards in my desk drawer
- Seminars for spouses every five years

Stories

- Cards to those who are sick and hospital visits, **Grief Kits** for 12 months of care
- Birthday cards, signed with notes
- Monthly letter, “My Heart to Yours”

Stories

For More Examples:

- Go to www.lifestyleimpact.com
- Read “Show and Then Tell”
- Pick up free audio cds

Break

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Leadership

Part II

Definition of a Leader

- Difference between **Manager** and a **Leader**
- Manager is over the Operations
- A Leader gives the Vision and Direction
- They are different, but both are necessary

Definition of a Leader

- Difference between **Position** and **Influence**
- Some of us will have a **Position**
- *Everyone* of us can have **Influence**
- **Position** gives us a **platform**
- **Servant Leadership** allows us to have **Influence !**

Definition of a Leader

- Difference between **Position** and **Influence**
- **Joseph's Influence** led to a key **Position**
- **Daniel's Influence** led to a **Position**
- **Daniel** still had influence **after** he left his **Position**.
- Today, I have no position, but a large **Influence**

Survey Results

- All the characteristics in the following teaching come from a real survey of my leadership team in a survey taken in 1998, which I took while preparing to speak at a conference.
- Over the last few years I have constantly tested them against scripture, my own experience, and the examples of others.

A Good Leader has

- Integrity
- Accessibility
- Leadership

Integrity

Proverbs 11:3 NIV

The integrity of the upright guides them,
but the unfaithful are destroyed by their
duplicity.

James 1:17

Every

good and perfect gift is from above, coming
down from the Father of the heavenly lights,
who **does not change** like shifting shadows.

Integrity

- Example: **The Holy Spirit**
- Example: **Joseph** is a foreign culture
- God is the same, He does not change. This gives us security. We seek this in a father, an employer, or a friend.

Accessibility

Ephesians 3:12 NIV

In him and through faith in him we may **approach** God with freedom and confidence

Ephesians 2:18

For through him we both have **access** to the Father by one Spirit.

Accessibility

Isaiah 65:24 NIV

Before they call I will answer;

while they are still speaking I will **hear**.

Luke 11:9

"So I say to you: Ask and it will be given to you; seek and you will find; knock and the door will be opened to you.

Accessibility

- Example: **Jesus Christ** the Son with the twelve and at God's right hand today.
- Example: **King David**
- This is the **one** characteristic that we never hear talked about, but is the key to establishing relationships with those that you serve.

Leadership

Psalms 77:20 NIV

You **led** your people like a flock
by the hand of Moses and Aaron.

Enabling

Philippians 4:13

I can do everything through him who gives me
strength.

Leadership

Encouraging

Matt 14:27 NIV

But Jesus immediately said to them: "Take **courage!** It is I. Don't be afraid."

Leadership

Encouraging

Isaiah 43:1-2 NIV

Fear not, for I have redeemed you;

I have summoned you by name; you are mine.

When you pass through the waters, I will be with you;

and when you pass through the rivers, they will not sweep over you. When you walk through the fire, you will not be burned; the flames will not set you

Leadership

Supportive

Isaiah 41:10

So **do not fear**, for I am with you;
do not be dismayed, for I am your God.
I will strengthen you and help you;
I will uphold you with my righteous right hand.

Leadership

Confidence Building

Heb 13:6

So we say with confidence,

"The Lord is my helper; **I will not be afraid.**

What can man do to me?"

Leadership

Seeing Co-Workers as People not Assets

Deuteronomy 14:2

For you are a people holy to the LORD your God. Out of all the peoples on the face of the earth, the LORD has **chosen you** to be his treasured possession.

Servant Leadership

- Example: **God the Father**
- Example: **Daniel**
- The more that we spend time with and get to know God the Father, and become like Him, then the better leader that we will become.

Integrity

The opposite is **Instability**, example: **Saul**

James 1:6-8

He who doubts is like a wave of the sea, blown and tossed by the wind. That man should not think he will receive anything from the Lord; he is a **double-minded** man, **unstable** in all he does.

Accessibility

The opposite is **Withdrawn**, example: **Elijah**

1 Kings 19:3-4

Elijah was afraid and ran for his life. He came to a broom tree, sat down under it and prayed that he might die. "I have had enough, LORD," he said. "Take my life; I am no better than my ancestors."

Servant Leadership

The opposite is **pride**, example is **Nebuchadnezzar**

Daniel 3:7 NIV

all the peoples, nations and men of every language fell down and worshiped the image of gold that King Nebuchadnezzar had set up.

Followers want a Leader of

- Integrity vs. Instability
- Accessibility vs. Withdrawn
- Servant Leadership vs. Proud

A Leader Desires from his followers

- Allegiance example: **Caleb**
- Honesty example: **Abraham**
- Submission example: **Joshua**

Allegiance

Example: **Daniel**

First to God and then to those in authority over him.

Daniel 1:8 NIV

But Daniel resolved not to defile himself with the royal food and wine, and he asked the chief official for permission not to defile himself this way.

Allegiance

Example: **Joseph**

Genesis 39:6 NIV

So he left in Joseph's care everything he had; with Joseph in charge, he did not concern himself with anything except the food he ate.

Allegiance

Personal example: Selling our distribution firm-

One Manager was fearful vs. H/R director Kathy
“I will trust you”

Honesty

Root words are **integrity** and **truth**

Synonyms are sincerity, genuineness, authenticity, unaffectedness, realness, reality, naturally

Honesty

Example: **Daniel**

Daniel 2:26-28 NIV

"Are you able to tell me what I saw in my dream and interpret it?"

Daniel replied, "No wise man, enchanter, magician or diviner can explain to the king the mystery he has asked about, **but there is a God** in heaven who reveals mysteries.

Submission

Submitting to leaders who are not godly or are not servant leaders

Synonyms are obedience, yielding, deference, surrender, flexibility, **humility**, attentiveness, compliance, to take orders, to do as you are told, loyal, faithful, devoted, servant

Submission

Example: **Daniel**, submitted to both God and the king.

Dan 6:20-22

"Daniel, servant of the living God, has your God, whom you serve continually, been able to rescue you from the lions?"... I was found innocent in his sight. Nor have I ever done any wrong before you, O king."

Relationships with our Peers

- Integrity-----**Love**-----Consideration
- Accessibility---- **Hope**-----Communication
- Leadership----- **Faith**-----Cooperation

Relationships with our Followers

- **Consideration-----Sensitivity---Dignity**

Romans 12:6,9,10

- **Communication----Positive---Community**

John 17

- **Cooperation--Common Goals—Purpose**

Romans 12:1

As Leaders

We Build Long Term

Relationships of Trust

in the Workplace

Through ...Integrity,

...Accessibility,

... Leadership

Through...Being Real,

...Spending Time Together,

...Serving Others

Which Results in...

A Positive Culture...

...of Success !

Jesus Modeled Four Types of Relationships as a Leader

- A Teacher, Healer, and a Provider to the crowds
(Large Group)
- A Team Leader as He disciplined the Twelve
(Small Group)
- A Mentor to the Three (His Inner Circle)
- An obedient Son to His Father (One on one with God)

Conclusion

- Jesus Christ, the **greatest leader** ever, **transformed** the world by **building relationally** with a few.
- It is **hard work** and it will cost you your Life
- Whether in a position of leadership or not, the only things that will last for eternity are the **relationships** that you have built.

More Stories

If time

Stories

- Company Chaplains (the number ROI)
- Christmas letter to all employees, customers, and vendors
- Cards to my Jewish competitors

Stories

- Children's Bible story books and books on parenting teenagers and finances
- The Message Bible
- The Spanish Bible
- The One Year Bible

Stories

- Mother's Day for the entire week
- Take your family to the movies, with video and popcorn
- Give up your parking place and park at the back

Stories

- Christmas dinners
- Free books
- Annual sales meetings with trips, prizes, and thousands of dollars of gifts

Stories

- Summer picnics for the entire family
- Marriage retreats
- Saying **THANK YOU** in person, by card, by phone, by email, by awards of every kind

Stories

- **Pizza Lunches** on **values** for new employees
- Monthly cookouts in the summer
- Employee lunches for hitting sales goals

Stories

- Weekly meetings for leadership team
- Regional get-togethers for a meal or activity
- Semi annual giveaways of product

Stories

For More Examples:

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Break

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The Journey-

- After we have built bridges of **Relationships**
- And established trust as a **Leader**
- Then, it is very easy to do the next thing of:

Impacting our Co-Workers for Christ

Part III

Four Words

Four words the Holy Spirit is emphasizing in the workplace today:

- **Kingdom**
- **Relationships**
- **Community**
- **Transformation**

Kingdom

- It is about Him, not us; labels are no longer important
 - *But seek ye first the kingdom of God, and his righteousness; and all these things shall be added unto you.*

(Matthew 6:33 KJ)

Relationships

- Men build institutions; God builds relationships

I am the vine, ye are the branches: He that abideth in me, and I in him, the same bringeth forth much fruit; for without me ye can do nothing. (John 15:5) (KJ)

– *These things I command you, that ye love one another* (John 15:7) (KJ)

Community

- Jesus modeled this with the twelve

– *So that they be one as we are one.*

(John 17:11) (NIV)

– *That all of them may be one...they may be one...May they be brought to complete unity.*

(John 17: 21-23) (NIV)

Transformation

- A result of the Holy Spirit working in us
 - *And do not be conformed to this world, but be transformed by the renewing of your mind, so that you may prove what the will of God is, that which is good and acceptable and perfect.*

(Romans 12:2) (NASV)

Impacting our Co-Workers for Christ

Five things you do

as you naturally

proclaim Christ

in your workplace

Impacting our Co-Workers for Christ

So naturally we proclaim Christ! We warn every man we meet and teach everyone we can, all that we know about Him, so that if possible we may bring ever man up to his full maturity in Christ Jesus. This is what I am working at all the time with all the strength that God gives me.

Who is to do it?

Our Calling is to represent Jesus Christ to people

– *Therefore, if anyone is in Christ, he is a new creation; the old has gone, the new has come! All that is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation. **We are therefore Christ's ambassadors**, as though God were making his appeal through us. We implore you on Christ's behalf: be reconciled to God.*

2

Corinthians 5:17-20

What are we to do?

Our Mission is to love God and love people

- *Teacher which is the greatest commandment in the Law? Jesus replied: “**Love the Lord your God** with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it: **Love your neighbor** as yourself. All the Law and Prophets hang on these two commandments.”*

Matthew 22:36-38 (NIV)

Where are we to do it?

Our Vision is to start with those people around us

– *These commandments that I give to you today are to be upon your hearts. Impress them on your children. Talk about them when you sit at home and when **you walk along the road**, when you lie down and when you get up.*

How are we to do it?

Our Ministry is to serve people with diversity

– *The greatest among you will be your servant. For whoever exalts himself will be humbled, and whoever humbles himself will be exalted.*

Matthew 23:11-12 (NIV)

When are we to do it?

Our Mandate is to redeem people

– *When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples, “**The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field**”*

Impacting our Co-Workers for Christ

God has sovereignly planted each of us
where we are –
with certain gifts and abilities –
to represent Him (Showing)
and then to proclaim His truth in our
world (Telling)

Impacting our Co-Workers for Christ

So naturally we proclaim Christ! We warn every man we meet and teach everyone we can, all that we know about Him, so that if possible we may bring ever man up to his full maturity in Christ Jesus. This is what I am working at all the time with all the strength that God gives me.

Impacting our Co-Workers for Christ

**Paul in Colossians 4
writes to us about
the OPEN DOORS
that God will give to each of us.**

Colossians 4:2-6 (NASU)

- Devote yourselves to prayer...
- That God will open up to us a door for the word, so that we may speak forth the mystery of Christ
- Conduct yourselves with wisdom toward outsiders, making the most of the opportunity...
- So that you will know how you should respond to each person

Sharing Christ through...

Open Doors of Crises

- Birth of a new baby
- Death of a loved one
- Major illness
- Marriage problems
- Children issues
- Financial difficulties
- Loss of job

Opportunities to Minister to Others

- Observe
- Identify Needs
- Be Sensitive
- Listen
- Be Available
- Serve
- Care
- Encourage
- Love
- Communicate

Sharing Christ in Your Workplace...Naturally

- 1. Who?**
- 2. What?**
- 3. Where?**
- 4. How?**
- 5. When?**

Start with Prayer!

- Make a list of twelve people in your workplace, neighborhood, or school
- Begin to pray for them by name on a regular basis
- Ask God to make you sensitive to them and to use you as He is working in their lives.

You Become a Pastor in your Workplace

Co-Worker/ Contacts

Believers

Need

Resource

Action/ Date

Non-Believers

Unsure

Watch for the Open Doors of Crises

- Birth of a new baby
- Death of a loved one
- Major illness
- Marriage problems
- Children issues
- Financial difficulties
- Loss of job

Sharing Christ in Your Workplace...Naturally

- 1. Pray**
- 2. Love God and love people**
- 3. Serve those around us**
- 4. Watch for the Open Doors**

How May We Serve You?

- Go to www.lifestyleimpact.com
- Email: Kent@fcci.org
- Widow Letter for your mother, friend
- Weekly email at www.FCCI.org

Break

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