

TITLE PAGE

TITLE: BUSINESS BY DESIGN: EMPOWERING GOD-GIVEN POTENTIAL

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Introduction

Everybody has been created uniquely by God with different personalities, natural talents, different interests and abilities, in Ephesians 2:10 it reads “For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do”. We need to discover what that is for ourselves, then as we love God and love people that we begin to help others with whom God has placed in our sphere of influence to discover and live out God’s plan for their lives.

Thesis: Business is about people so we need to know and understand our own design so we can help the men and women God has placed in our care to discover, develop and apply their God-given gifts and talents to fulfil their purpose. This is about the process and the benefits of doing that.

- We will look at the question is business really about relationships (people) or the bottom line (profit)
- How do we get to know our own design, and components of our design.
- How to help those under our authority with whom God has placed in our lives to discover and develop themselves.

Throughout the bible we see that God is a relational God from the beginning where we see the trinity of God the Father God the Son and God the Holy spirit. God instituted family when He created Adam and Eve, family is about relationships. To Jesus coming to earth and then choosing and walking with His disciples and desiring to have a

relationship with each one of us. Life is about relationships whether it be our spouse, our family, our friends or colleagues.

People are important to God, and we can see this when we see how God sent His Son to die for us to save us from our sins. So, if people are important to God, then people should also be important to us. God builds relationally and so should we.

Christian business is about “living and doing” before God, not “secular success.”

“Success” or “profit” should be the fruit of our labour, not its goal. ¹

In the context of Christian ethics in application to work or business, we see that people are more important than profit.

So, if business is more about the people than the profits, we need to focus on people, but first we need to know who we are and who God made us to be so that we can lead out of our design.

In order to look at our own design I believe we need to look at our purpose, just like any item that is made we look at what its purpose is, a screwdriver for example is designed to screw in screws, someone may try to use it to hammer in a nail, but it will not be effective and may break. So, I believe if we can find out our purpose it is an important part to knowing our design.

¹ GoBusiness200 | Lesson 13 – Dennis Peacock

Throughout history and in particular biblical history we see how different people were created for a purpose. We see how David served his purpose in Acts 13:36 we read “Now when **David had served God’s purpose in his own generation**, he fell asleep; he was buried with his ancestors and his body decayed.”²

We read in Esther how Mordecai said to her “maybe you were created for such a time as this”

For if you remain silent at this time, relief and deliverance for the Jews will arise from another place, but you and your father’s family will perish. And who knows but that you have come to your royal position for such a time as this?”³

I believe that everyone has been created “for such a time as this”, that God does not make mistakes, so we were born when we were born and where we were born on purpose for a purpose. God made every person with unique and different gifts and talents according to His plan for their life.

Jeremiah was born to be a prophet.⁴

Bezalel was talented to make beautiful, crafted things.⁵

Job was blessed as a farmer and as a good businessman.⁶

Esther was beautiful and her beauty was used to save a multitude of Jews.⁷

² Acts 13:36 NIV

³ Esther 4:14 NIV

⁴ Jeramiah 1:4-5 NIV

⁵ Exodus 31:2-4 NIV

⁶ Job 1:1-3 NIV

⁷ Esther 1-10 NIV

In the purpose driven life⁸, Rick Warren talks about purpose and uses the acronym S.H.A.P.E with S being our Spiritual gifts, H being our Heart or passion, A being our natural Abilities P, being our Personality and E being our Experience or our personal life journey. As we begin to better understand our “SHAPE” we get a better idea of where we fit in the bigger picture like a piece in a puzzle.

It starts with us doing some self-discovery and being more self-aware of how God has made us. Dennis Peacocke talks of the Righteous / Consciousness distinctive where righteousness is our standing before God, but even though we are righteous we are not very conscious. Where consciousness is our ability to be aware of self and others. In order to successfully lead people or cast vision, we must be conscious enough to lead them.⁹

Mark Twain wrote about finding purpose through meaningful work and self-realisation and is attributed to the quote: “The two most important days in your life are the day you are born and the day you find out why.”

As we better understand ourselves, we are in a better position to help others to discover, develop and apply their God-given gifts and talents.

In Proverbs we read that “Counsel in the heart of man is like deep water, But a man of understanding will draw it out”.¹⁰ We should be that “man of understanding”,

⁸ Rick Warren, The Purpose Driven Life: What on Earth Am I Here For? (Zondervan 2013)

⁹ Dennis Peacocke, GoBusiness200 Student Manual. 118

¹⁰ Proverbs 20:5 (NKJV)

In the lesson about the basic principles of management Dennis Peacocke states that “Our service to all people is to help them find God’s will and placement for their lives.”¹¹

God wants us to be servant leaders, so we then should follow Christ’s example of enabling others to fulfil their own destinies in Gods plan. In our businesses we need to help those entrusted to us to discover their roles and draw out their skills so they can work more effectively. This makes it more servant-driven than profit driven. When everyone in our organisation is doing what they were designed to do they will not only be more fulfilled and happier in their work, but will also be more productive, and research has proven this.

In Marcus Buckingham’s book “Now discover your strengths”¹² he shares about research where they had interviewed and asked employees of large organisations if they have an opportunity each day at work to do what they do best and globally they found that only 20 percent of employees felt that their strengths were at play every day. The research also showed that these organisations had a higher employee turnover, were less productive and had lower customer satisfaction scores.

In the book “Good to Great”¹³ we learn about the importance of getting the “right people on the bus” and also getting them in the right seats, referring to first getting the right employees then making sure they are in the right roles in the organisation.

¹¹ Dennis Peacocke – GoBusiness200 Student manual – Lesson 19 (126)

¹² Marcus Buckingham (Author) Donald O. Clifton (Author) Now, Discover Your Strengths (Free Press 2001)

¹³ Jim Collins, Good to Great :: Why Some Companies Make the Leap & Others Don’t (Harper Business, 2001)

We need to focus on building our organisations relationally and helping our colleagues to develop. this can be done through being deliberate about building organisations that have mentoring-discipling climate where the mentor does and the mentee watches, then they do it together then the mentor watches and the mentee does. We also need more of training/discipling approach to transferring knowledge, wisdom, character and skills within the organisation. Discipling is more about walking with or co-labouring with them to impart real transformation in the lives of the people we lead.

In Conclusion,

God is in the people development business, and so should we be, as we put people and relationships before profit, and develop the people God has put under our authority people will become more productive, and profit will become the fruit.