



SECTION II – LESSON #8

SUMMARY:

This lesson will focus on four specific types of spiritual warfare experienced within individuals and organizations in the business world and teach you how to make distinctions between them and respond appropriately.

MAIN LESSON IDEAS:

- Spiritual warfare attacks both individuals and whole organizations in similar ways, all of which require knowledge, commitment, and corproiety to defeat them.
- Our principle weapons against our spiritual enemy are obedience to God, wisdom, patience, and the ability to recognize the patterns of his attacks with appropriate responses.

Spiritual Warfare within Organizations

by Dennis Peacocke

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- I. Both our individual lives and the lives of the organizations in which we live and work are subject to the realities of spiritual warfare.
 - A. Organizations tend to develop “a life of their own” (powers). There are four different types of warfare in the business world:
 1. The spiritual warfare that develops within an organization may be between the management and the “*power*” of the company.
 2. The warfare may be *between departments* (allegiances and agendas of the departments).
 3. The warfare may be between *particular individuals*.
 4. The warfare may be between *competing persons of competing companies*.
 - Wise Christian leaders will be discerning in terms of these levels of conflict and will seek wisdom and counsel regarding how to deal with it.
 - B. As we move into the realm of spiritual warfare in the marketplace, we must first revisit

the basics of "man's spiritual environment."

1. As we attempt to bring the Kingdom of God to bear within our organization, we should expect spiritual conflict with the forces of the "city of man." The two seeds are irreconcilably at war (Gen. 3:15; Matt. 16:18; 13:38-42).
 2. The three primary works of the gospel around which warfare will take place are as follows: (areas where you will hit warfare at work)
 - a. Bringing salvation to fallen individuals:
John 3:15-16; 6:1,40; 1 Tim. 2:1-4; James 5:20; 1 John 3:23.
 - b. Bringing justice to God-ordained institutions (the business):
Prov. 11:11; 14:34; Zech. 1:17; Matt. 5:13-16; John 12:47; Rom. 13:1-3; Eph.1:20-23; Col. 1:16.
 - c. Taking authority over rebellious spirits (in the business):
1 Cor. 15:24-27; 2 Cor. 2:6-8; Eph. 6:12; Col. 2:9-10,13-15.
- C. The "separation doctrines" of church-state and "business-spirituality," are designed to create a smoke screen behind which the enemy (Satan) can operate freely in our business (the national) world without bringing the opposition (Christians) into self-conscious battle against him.
1. Believers within a business should be working together in terms of agreed-upon *prayer strategy* (Matt. 18:18-20, two witnesses).
 2. Our prayer lives, if our organizations are to be effective, must engage the spiritual dynamics taking place in our business organizations. Our prayer life determines the borders of our anointing.
 - a. This prayer border around our lives, family, church, and nation should also focus, with our spouses, on specific prayer issues that are at work.
 - b. Remember that God answers general prayers generally and specific prayers specifically!
 - c. Believers in the marketplace should come together as a group – whether in the same enterprise, church, or local business organization – to pray through workplace issues and equipping issues.
- II. The following spiritual laws and concepts apply specifically to warfare related to individuals and organizations.
- A. *Satan and his followers are extremely intelligent, but they do not have wisdom* (Transformation Principle #35).
1. Wisdom, the ability to act in accordance with God's plans and principles in a

particular situation, is not available to Satan and his demonic powers because wisdom is only given to those who fear the Lord.

- a. Proverbs 1:7
“The fear of the LORD is the beginning of knowledge; fools despise wisdom and instruction.”
- b. James 3:13-18:
Who among you is wise and understanding? Let him show by his good behavior his deeds in the gentleness of wisdom. But if you have bitter jealousy and selfish ambition in your heart, do not be arrogant and so lie against the truth. This wisdom is not that which comes down from above, but is earthly, natural, demonic. For where jealousy and selfish ambition exist, there is disorder and every evil thing. But the wisdom from above is first pure, then peaceable, gentle, reasonable, full of mercy and good fruits, unwavering, without hypocrisy. And the seed whose fruit is righteousness is sown in peace by those who make peace.

2. In terms of I.Q., Satan is a genius, but he has no wisdom – which is our defense in Christ. Proverbs is the ruler’s handbook.

- a. Proverbs 1:2-7:
To know wisdom and instruction, to discern the sayings of understanding, to receive instructions in wise behavior, righteousness, justice and equity; to give prudence to the naïve, to the youth knowledge and discretion. A wise man will hear and increase in learning, and a man of understanding will acquire wise counsel, to understand a proverb and a figure, the words of the wise and their riddles. The fear of the LORD is the beginning of knowledge; fools despise wisdom and instruction.

B. *Spiritual warfare takes place on three levels: (1) relational, 2) conceptual, and (3) executional (Transformation Principle #36).*

1. Relational warfare is characterized by:

- a. The inability to communicate.
- b. The sense of missing each other in terms of timing.
- c. The “mental movies” of playing situations, accusations, and “I should have said’s,” in our minds.
- d. The desire to fire or quit out of frustration rather than revelation.
- e. Suspicion, accusation, fear, and over-reaction between individuals or departments.

- There is no faith in the past!

2. Conceptual warfare is characterized by:

- a. The inability of people to commonly understand words, goals, or concepts, which is characterized by decisions or explanations that must be redone over and over again.
 - b. The inability to clearly explain what we want to explain.
 - c. Conflicting "good ideas" continually canceling out each other or the primary overall plan.
 - d. The paying of too much attention to the competition's actions or ideas.
3. Executorial warfare is characterized by:
- a. The inability to stay focused on specific goals or projects.
 - b. The breakdown (abnormally) of equipment, machines, shipments of supplies or services, people's health, etc.
 - c. Things or memos getting lost; phone messages, phone "tag."
 - d. The ineffectiveness of your designated "sergeants" to keep the troops functioning efficiently.
 - The question behind all if this is: What are you going to do?
- C. *There are three primary causes of "spiritual pressure": (1) human sin, and thus vulnerability, (2) the laws of sowing and reaping, and (3) genuine spiritual warfare (Transformation Principle #37).*
1. Looking in the wrong place for cause-effect is a common error we all make. Knowing the nature/source of a problem is the first step in solving it. We must track down the above three possibilities and ask God to show us which of the three, or combination thereof, is the source of the problem.
 2. With human blame and irresponsibility, if Satan didn't exist, Christians or superstitious people would probably invent him!
 3. Another major spiritual error is to confuse the *symptoms* of the problem for the *root cause* of the problem. When the Kingdom laws are perceived, we are able to deal with root issues (Matt. 3:10).
 4. Good managers (Christians) must function under the gifts of the Holy Spirit in order to effectively oversee their responsibilities.
- D. *When the enemy cannot easily stop us, he gets behind us and pushes us into a growth pattern that exceeds our ability to manage it (Deut. 7:22) (Transformation Principle #38).*
1. "Speed kills"; in companies, it does so by unmanaged rapid growth.

2. There are numbers of different ways that growth can cause great harm or even the death of an organization:
 - a. The sales outrun the accounting/analysis financial systems.
 - b. The new employees outrun the job descriptions or qualified managers.
 - c. The new branches sink the mother ship by diverting too much money or energy.
 - d. Expediency has you putting employees in “son’s” positions.
 - e. Upper level management “burn out” with hours, problems, or too many major decisions.
 - f. The organization expands into temporary markets or needs and excessively capitalizes (plant, equipment, etc.) in diminishing markets.
 - g. The work force becomes inelastic relative to cyclical growth or temporary huge contracts.

- E. *The more intense the warfare, the more it reveals where we really are; under severe pressure we always revert to what we really know (Transformation Principle #39).*
 1. Pressure and warfare, correctly handled, are our friends because they show us strengths and weaknesses we would not otherwise see, or see as rapidly.
 2. Losing our composure in conflict destroys our ability to see clearly what is being exposed in the people, systems, and organization. Spiritual composure under pressure is an essential characteristic for people of all levels within an organization. Not teaching our people how to manage pressure is irresponsible.
 3. Look at some of the most basic pressure managing techniques available to us as believers:
 - a. Consistent, specific, prayer *personally*
 - b. Consistent, specific, prayer with colleagues
 - c. Prayer in the spirit, which bypasses the potential trouble-storing intellect (Rom. 8:26-27)
 - d. The reading of scripture, looking for specific answers to specific problems
 - e. Practicing the art of “posting” (breath control; distancing; immediate prayer; useful “tricks” the Holy Spirit has shown you)
 - f. A belief in the reality that God is involved and in control because *you are involved* in the situation (teaching #7)

- g. A recognition that God does have an answer and “escape” for the situation (“No temptation beyond capacity” 1 Cor. 10:13)
 - h. A drawing into our key support relationships (spouse, pastor, family, etc.) rather than falling into *isolation*, which is Satan’s plan
- 4. In and through the pressure, we need to take careful notes on what we find that needs to be changed or worked on and factored into future regular procedures.
- 5. To go through warfare or hardship and *not change* is a genuine tragedy!