



SECTION V – LESSON #20

SUMMARY:

This lesson focuses on what it means to build a business or organization on a relational foundation. In addition, the lesson discusses God's model for enhancing and developing the men and women He has placed in our care.

MAIN LESSON IDEAS:

- The Trinity is our relationally-based building pattern, and it, rather than the “city of man,” must be our model.
- We must know more in general about what we are teaching and mentoring others in, and we must be clear on mentoring-relational dynamics.

Building Our Businesses on a Relational Foundation, Part One

by Dennis Peacocke

- I. What does it mean to build a business relationally, and why, as Christians, should we do so?
 - A. We are to build relationally because God does.
 1. God is, within Himself (the Trinity), a relational community of Three-in-One. Like Jesus, we must do what we see Father doing (John 5:19).
 2. Christ also is building His Church relationally, that is, by fitting people as the Holy Spirit chooses, rather than building around skills as a primary criteria for belonging (1 Cor. 12:13,18).
 3. To hire people by skill level, rather than revelation, is building by the world's pattern, not Christ's. How much prayer goes into your company's hiring policies?
 4. Paul describes Christ's building pattern in terms of gifts given to men, where each one supplies an essential part of the whole.

Ephesians 4:7-8

But to each one of us grace has been given as Christ apportioned it. This is why it says: “When he ascended on high, he led captives in his train and gave gifts to men.”

Ephesians 4:11-16

It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

5. Today, the entire business community is being challenged to decide which model it will use to build upon, God's or man's.

ON WHICH MODEL WILL YOU BUILD?	
<p>CITY OF MAN (Gen. 11:1-9)</p> <ol style="list-style-type: none"> 1. Authority base: democracy (man's vote) 2. Participatory base: egalitarianism/subjectivity 3. Overall goal: pluralism/self-determination 4. Spiritual Powers: independence from God (Eph. 6:12) 	<p>CITY OF GOD (Heb. 11:8-10)</p> <ol style="list-style-type: none"> 1. Sovereignty (God's patriarchy—Heb. 3:4) 2. Servant base/finding God's will 3. Unity/obedience 4. A corporate expression of God's Kingdom
<ul style="list-style-type: none"> • Religious powers (synagogue); military powers (Rome); economic powers (Herodians); demonic powers (demons, Satan) • "Ayer" (city; watching angel, or guardian spirit), Jeremiah, Ezekiel; spirits of cities and nations • Revelations 2 and 3: seven watching angels of the seven churches 	

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6. Our businesses should be built to be multi-generational because God is the God of "Abraham, Isaac, and Jacob."
 - a. God is in the business of uniting generations (Mal. 4:4-6). Remember the law of my servant Moses, the decrees and laws I gave him at Horeb for all Israel. See, I will send you the prophet Elijah before that great and dreadful day of the Lord comes. He will turn the hearts of the fathers to their children, and the hearts of the children to their fathers; or else I will come and strike the land with a curse.
 - b. There is a lie we must confront. It claims that in order to be free and mature, each generation (within a family, business, church, or nation) must be released from the vision of its predecessors.
7. We must train and disciple people to serve God's vision and methodology which He has established for the company. Can you discern the "power" within your company and what God's foundational purpose for your company really is?

- B. Companies should be built relationally in terms of their *external structures*.
 1. Product excellence reflects the values of the people who produce them, i.e., their character.
 2. Price sensitivity, in the long run, is never the issue. The issue is the relationship your people have with their customers.
 3. You never sell to “clients” (things); you service real people with real needs.
 4. Relationally-based companies will always outlast and outserve companies built on pragmatic economic ethics (“things”).

II. What relational and character qualities are required in order to build on people?

- A. Qualifications to be a teacher/mentor/coach
 1. You are far enough ahead in the skill or character attribute you want to teach that your pupil trusts you as an example.
 2. You have been trained by someone else and understand the reality of chain-of-command (Luke 7:1-10, the centurion).
 3. Your relationship with your family demonstrates the reality of your ability to lead others with dignity (1 Tim. 3:4-5).
 4. You are clear on the spirit and goals of the company or department in question, and know how both your job and others fit into those objectives.
 5. You basically understand and can discriminate between the roles of a manager, trainer, teacher, therapist, coach, policeman, cheerleader, or babysitter.
- B. Let us now describe some of the character skills and competency you are seeking to build in your “disciples.”

THE FOUR-STEP PROCESS OF BUILDING COMPETENCY:

- 1. Unconscious Incompetency**
- 2. Conscious Incompetency**
- 3. Conscious Competency**
- 4. Unconscious Competency**

1. They will have the knowledge and skill base to *exercise good judgment* and make *wise decisions*.
 2. They are moving toward *sincerity*: their internal-external conversation is the same.
 3. They are moving toward *trust*: sincerity plus competency plus godly character.
 4. They are exercising *discipline* physically, emotionally, and intellectually, and they are open to it spiritually.
 5. They are practicing the truth you are giving them, with and without oversight.
 6. They understand the power of a habit or reflex (1 John 5:3). "This is love for God: to obey his commands. And his commands are not burdensome."
 7. They are committed to share with others what you're teaching them (fastest way to learn is to teach).
- C. The relational dynamics which must be built and maintained in order for the *transfer of knowledge and life to occur* —
1. They understand the necessity of "sanctifying you in their heart," that is, holding you beyond unshared accusation or unshared exaltation (loyalty).
 2. They must be walking in transparency with you (1 John 1:7), that is, sharing with you their inner conversation (trust).
 3. They must be clear on the authority relationships you have with them and not resent it (free of rebellion or jealousy).
 4. They must believe, and demonstrate attitudinally, that you know more than they do about what you're trying to teach them.
 5. You must maintain appropriate confidentiality with their transparency.
 6. You must keep your heart clear of trying to make a "one-man dog" rather than a good soldier who is a team player and can take orders from any officer.
 7. You must hold and communicate a deep desire to see them released and promoted to their highest level of "safe" promotion.
 8. You must hold your relationship with them as a trust from God and a trust from your colleagues.