

Life Development

Leadership Development

Organizational Development

Kingdom Development

Executing with Excellence
Ron Jenson

Spiritual Maturity

Servant Leadership



Organizational Excellence

Kingdom Company

Biblical Principles Work
in the Marketplace

Truth works
EVERYWHERE!

People are
HUNGRY
for it!

We must re-parent our culture (Generation X, Mosaics):

- Take biblical principles →
- Build them into your own life →
- Model them →
- Mentor others →
- Transformation occurs

Excellence...what is it?

*And this is my prayer that your love may abound more and more in knowledge and depth of insight so that you may be able to discern what is best or **excellent**, and may be pure and blameless until the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ to the glory and praise of God.*

Philippians 1:9-11

Suggested reading material:

- Stephen Covey - *7 Habits of Highly Effective People*
Self-leadership, teach people to govern internally

Principle Centered Leadership
Principle based time management
- Peter Senge - *The Fifth Discipline*
Personal mastery of the leader
- Warren Bennis - *Leadership*
“...the key to future competitive advantage will be the organization’s capacity to create social architecture capable of generating intellectual capital...and leadership is the key...”
- Jim Collins - *Good to Great, Built to Last*
The keys to success: 1) intense professional will, and 2) humility (brokenness).
- Daniel Goleman - *Emotional Intelligence, Primal Leadership*
Personal / interpersonal skills vs. professional skills;
EQ vs. IQ



And whatsoever you do, do it heartily unto the Lord,
and not unto men;
Col. 3:23

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...Run in such a way as to get the prize.
1 Cor. 9:24

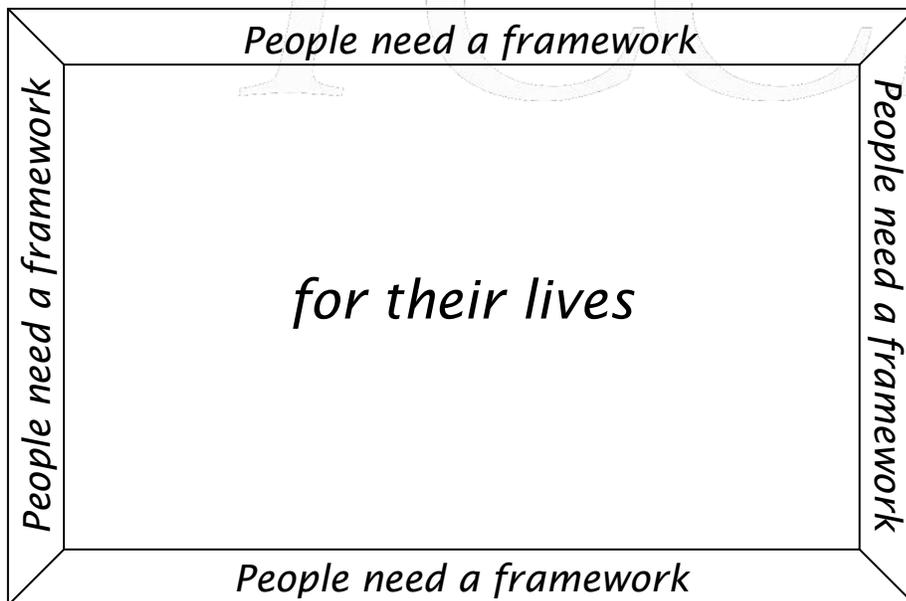
I press on toward the goal to win the prize...
Phil. 3:14

Effective leadership is based on self-leadership

Either create incredible policies, procedures and
structures to externally govern people

Or

Empower them to govern their *own* lives



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Discussion Questions:

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What are some ways in which you can “re-parent” Generation X and the Mosaics that are in your workplace?

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What framework have you developed for your life?

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How can you be (unlike Barna’s poll) distinguishably different from the unbelievers around you? How can you make changes to truly be the “salt” and the “light”?

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Lifetime Exercise

Success



Death

Birth

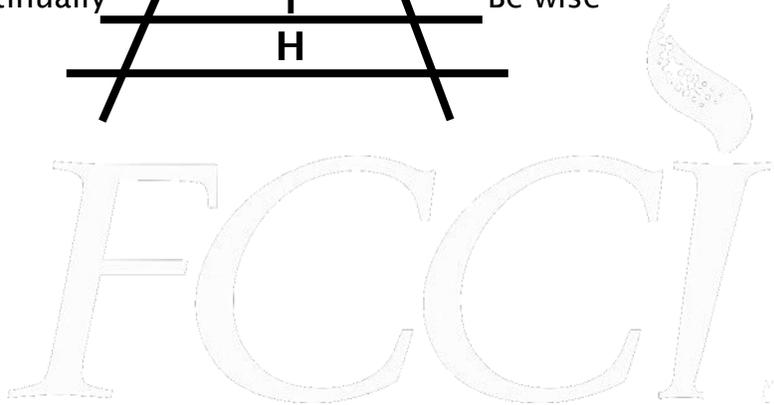
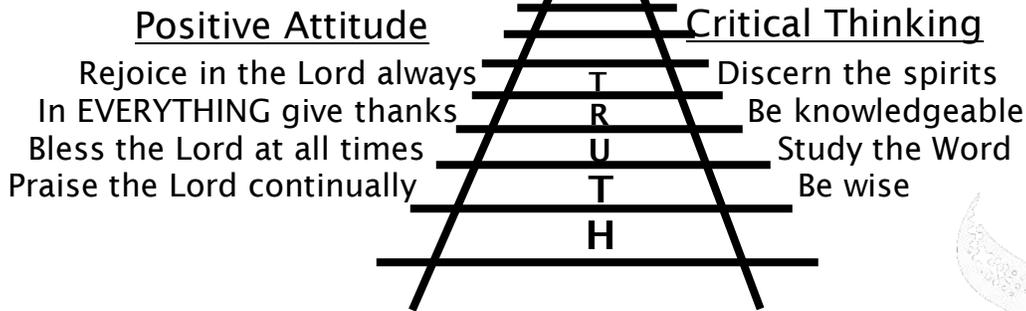
Failure



Discussion Questions:

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What are some lessons you learned from the Lifetime Exercise?



Write down your detailed definition of success:



_____ vs _____
God's view of success

vs

_____ vs _____
World's view of success

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Additional Notes

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1. What authentic success is *not*.

It is not *just* power, position, prestige and pleasure.

...But his delight is in the law of the LORD, and on His law he meditates day and night. He is like a tree planted by streams of water, which yields its fruit in season and whose leaf does not wither. Whatever he does prospers.
Psalms 1:2-4

BEATITUDES
Matthew 5:1-16

Do not let this Book of the Law depart from your mouth; meditate on it day and night, so that you may be careful to do everything written in it. Then you will be prosperous and successful.
Joshua 1:8

- God is *intensely* interested in our success
- Do not let the culture define success
- Glenn Bland List

"A strange species we are. We can sand anything God and nature throws at us save plenty. If I wanted to destroy a nation, I would give it too much and I would have it on its knees, miserable, greedy, and sick." (Steinbeck)



2. What *is* authentic success?

- Proverbs is the foundation to success
- Even non-Christians are blessed if they apply God's laws

3. At the end of your life, how will you know you have succeeded?

- Did my children turn out well?
- Did I do what God wanted me to do?
- Did I change lives positively?
- Did I build meaningful relationships?
- Did I really love my spouse?
- Did I make a difference?

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SUCCESS vs *SIGNIFICANCE*

2 Key Issues:

1. Is my life integrated and complete?
Am I winning in all vital areas of life?

“Cross-train to Maintain”: Faith, Fitness, Family, Friends,
Finances, Firm, Fun

2. Is my life one of impact and contribution?
Am I making a significant positive difference?

Our souls are not hungry for fame, comfort, wealth or power. Those rewards create almost as many problems as they solve. Our souls are hungry for meaning, for the sense that we have figured out how to live so that our lives matter, so that the world will be at least a little bit different for our having passed through it.”

Harold Kushner (*When All you Ever Wanted Isn't Enough*)

What is your FOCUS?

If you remain in me and my words remain in you, ask whatever you wish, and it will be given you. This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples.

John 15:7,8

The ultimate secret to executing with excellence is who we are individually and how we lead from the inside out.

Let the Holy Spirit remain in us

Live in the Holy Spirit

Live by God's spirit

Experience the power of God in our life

Let the word remain in us, transform us

“One word from the lips of man who has actually heard the lute play will have more effect than a series of sermons by the man who has only heard that it was played.”

A.W. Tozer



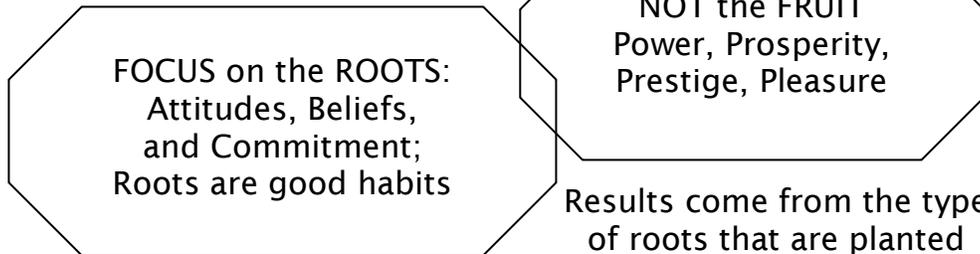
Major Paradigm Shift 2nd Reformation

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1st Reformation: freed up the Word of God
2nd Reformation: freed up work of the Kingdom

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Key to Authentic Success



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10 Core Principles

1. Make Things Happen
be proactive, don't be a victim, take charge
2. Achieve Personal Significances
leveraging your strengths, learning to have the humility and
brokenness to admit your weaknesses
3. "X" Out the Negatives
developing right Godly positive attitudes
4. Internalize Right Principles
developing an internal value system built on principles, straight lines
5. March to a Mission
having a sense of purpose, vision and passion in life in alignment with
God's agenda for you.
6. Integrate All of Your Life
getting balanced in all of the vital areas (cross-training)
7. Zeroing in on Caring for People
all about relationships
8. Energizing Internally
developing your inner life, your character, and your spiritual life
9. Realign Vigorously
learning that life is a mess and we should waste no energy negatively
on conflict or problems
10. Staying the Course
stick with it, just don't quit; learn to be faithful

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Discussion Questions

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If you were to die today, what would your epitaph say?
Does it reflect a life of significance?

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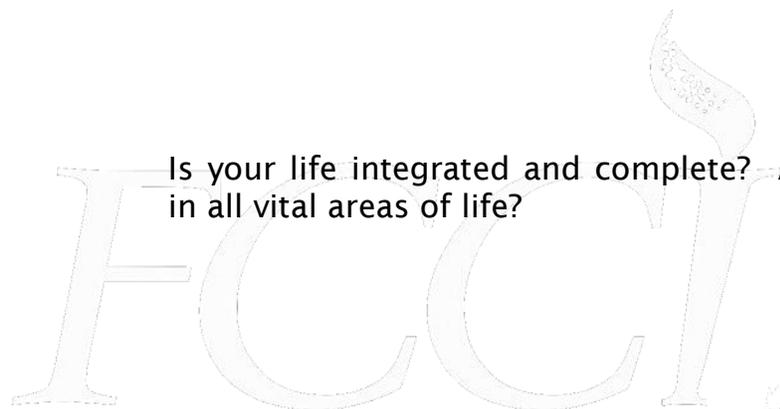
Is your life one of impact and contribution? Are you making a significant, positive difference?

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Is your life integrated and complete? Are you winning in all vital areas of life?

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Which one of the 10 principles from Proverbs are most applicable in your life at this time? Why? Which principle do you most need to improve upon?

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Which habits (roots) can you change in order to produce better fruit?

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Notes

We must learn to translate Biblical truth or *pre-evangelize*.

Pre-evangelism is Highly Relational
 Highly Transparent
 Value Added
 Built on Groups

In the workplace you cannot start with Jesus and then disciple people in principles.

Three Mandates

Great Commission
Make disciples of all nations

Great Commandment
Love the Lord with all your heart, mind, soul and strength; love your neighbor as yourself

Cultural Mandate
Take kingdom principles not only into our lives, homes & businesses, but take them into our culture

In the workplace you can *coach* people in the principles of God's word in non-religious terminology.

Pre-evangelism

- start with *principles of the Word*
- then move toward *introducing Jesus*

Proclamational vs. Process Evangelism

When you teach them how to:

- build a good self-concept
- re-define success the right way
- deal with stress
- deal with people with dignity and honor
- live a virile, dynamic life and finish well

They will hunger more for this kind of help.

With GenX and Mosaic groups coming into the workplace, it is important to have a highly relational, highly sustained, highly coaching oriented, highly value added, highly practical process of training built around very significant core competencies.

- Above is reflected by Jim Collins, and also Daniel Goleman *Primal Leadership*

Become men and women of wisdom
Be an artisan at life

Be *craftsmen* at...

- Resolving conflict
- Dealing with stress
- Living out Godly biblical success
- Building up people
 - Listening
 - Empathizing

Net effect: As you model these things, you can help others in your company do the same thing, and in the process many will hunger for the power behind the principles, whether believers or non-believers.

Everyone moves toward their definition of success.

...culture pushes believers around when it comes to success: advertisement, corporate culture, our own dysfunctions, our families, even Christian culture...

Do not focus too much on *power, prosperity, prestige and pleasure*, but continue to move toward integration and impact.

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Discussion Questions:

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How do you model pre-evangelism in your marketplace?

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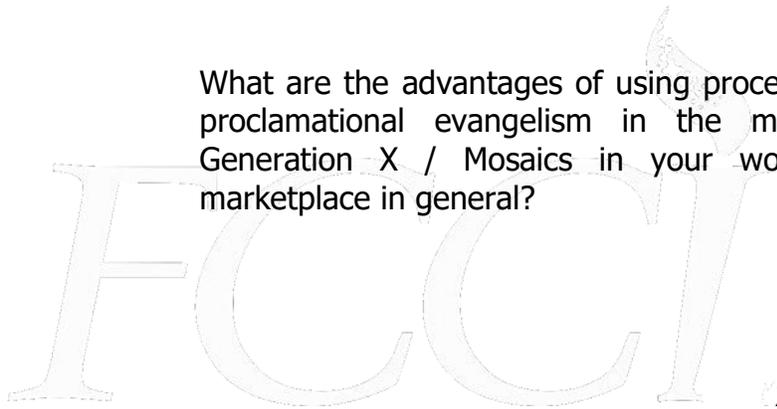
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What are the advantages of using process evangelism vs. proclamational evangelism in the marketplace? With Generation X / Mosaics in your workplace and the marketplace in general?



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What are some specific principles that you currently model in your workplace? In what areas do you need to increase intentionality in regard to upholding these principles?

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Notes

How to be ^{up} \wedge when things are \vee down

How do you get your mood in the right direction?

EXERCISE

...your WORST day...

Why was it your worst day?

How did you feel?

What did you do?

Learn to be optimistic.

Transformational Process

- 1. Memorize it
- 2. Master it
- 3. Model it
- 4. Mentor it

The greater your biblical success, the greater your ability to execute with excellence, the greater your stress.*

(*Stress = tension, not distress)

You will have more stress the more you succeed because you will have a greater commitment to make an impact and to win in all vital areas.



...run in such a way that you might win...
1 Corinthians 9:24-27

...discipline yourself to be Godly.
1 Timothy 4:7

God wants to empower you by His Spirit for
the purpose of giving you the gut desire and
the power to do His pleasure.
(Philippians 2)

So...let the word of Christ dwell in you richly; move it from
knowledge → understanding → wisdom.

➤ You will have more stress the more you succeed because you will have greater spiritual warfare. ◀

defensively AND offensively

...I am hard pressed on every side (stressed),
but I am not crushed (distressed)...

2 Corinthians 4:7-12

2 Ways to Handle Stress:

The World's Way
worry, fear, frustration,
anxiety, bitterness, hurt,
depression

OR

God's Way (Eustress)
response is can-do; make
things happen; trust God,
believing all things work
together for good;
become intentional

(Make the choice to deal with stress God's way and it becomes a habit.)

Good habits result in success
Bad habits result in failure

Robert Ringer - Million Dollar Habits

Therefore, we do not lose heart. Though outwardly we are
wasting away, yet inwardly we are being renewed day by day.
For our light and momentary troubles are achieving for us and
eternal weight of glory that far outweighs them all. So we fix our
eyes not on what is seen but what is unseen; for what is seen is
temporal, but what is not seen is eternal.

2 Corinthians 4:16-18



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Outline the steps that you take to get your attitude moving in the right direction, even if your circumstances are not.

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Reflect on some times when your stress has increased as a result of your success and your potential for Kingdom impact:



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How might a stressful situation been different if you had reacted to the stress using God's way (eustress) instead of the world's way (distress)?

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6 areas of biblical perspectives to help you deal with stress

“eustressfully”
(Philippians 3 and 4)

TOWARD GOD

...by PRAISING...

Psalms 34:1-5, 8

I will extol the Lord at all times; His praise will always be on my lips. My soul will boast in the Lord; let the afflicted hear and rejoice. Glorify the Lord with me; let us exalt His name together. I sought the Lord and He answered me; He delivered me from all my fears. Those who look to Him are radiant; their faces are never covered with shame...Taste and see that the Lord is good; blessed is the man who takes refuge in Him.

TOWARD SELF

...by AFFIRMING...

Phil. 4:13

I can do everything through him who gives me strength.

Humility / Brokenness / Dependence on the Spirit
It's through *Christ* I can do all things.

TOWARD LIFE

...by THANKING...

Philippians 4:6

Do not be anxious about anything, but in everything, by prayer and petition, with thanksgiving, present your requests to God.

Develop an attitude of gratitude.

1 Thessalonians 5:18

...give thanks in all circumstances, for this is God's will for you in Christ Jesus.



TOWARDS PROBLEMS

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...by **REJOICING**...

James 1:2-4

When various trials and tribulations crowd into your life, my brothers, don't treat them as intruders but welcome them as friends, because the trying of your faith produces patience. Let patience have its perfecting work in you in order that you become complete and whole, wanting nothing.

Problems + Rejoicing = Patience

Patience + Time and Repetition = Completeness

TOWARD PEOPLE

...by **EDIFYING**...

Philippians 2:3

...in humility of mind esteem others higher than yourself.

Do this with our thoughts, our words, and our actions.

TOWARD TIME

...by **FOCUSING ON WHAT COUNTS**...

Phil. 3:12, 14

...not that I have obtained, but I press toward that for which I have been called...

I counted dollars while God counted crosses.
I counted gains while He counted losses.
I counted my worth by things gained in store,
He sized me up by the scars that I bore.
I coveted honors and sought degrees,
He wept as he counted the hours on my knees.
I never knew until one day by the grave,
How vain are the things that we spend life to save.
Unknown Author

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Discussion Questions

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Provide examples from your own life of how you can deal with stress biblically in the following areas:

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TOWARD GOD (by praising):

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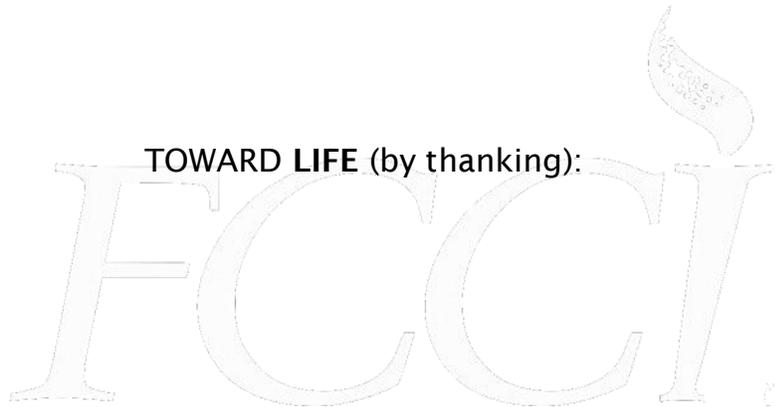
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TOWARD SELF (by affirming):

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TOWARD LIFE (by thanking):



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TOWARD PROBLEMS (by rejoicing):

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TOWARD PEOPLE (by edifying):

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TOWARD TIME (by focusing on what counts):

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Additional Notes

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What's more important? IQ or EQ?

- more about EQ
 - self-awareness
 - interpersonal skills
 - (*Primal Leadership*—Goleman)

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EQ = - *interpersonal* intelligence

- ability to understand other people; what motivates them; how they work; how to work cooperatively with them
- dealing with people

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- *intrapersonal* intelligence

- capacity to form an accurate model to operate effectively in life
- central core to leadership
(good government is based on self government;
good leadership is based on self leadership)

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*"In the right key, you can say anything.
In the wrong key, nothing.*

*The delicate part of life is in
the establishment of the key."*

George Bernard Shaw

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Ex: Christmas carol
(harmony vs. unison)
Which is richer?

THAT is biblical unity...and "living in the right key.."

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Prayer for Unity

My prayer is not for them alone. I pray also for those who will believe in me through their message, that all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me. I have given them the glory that you gave me, that they may be one as we are one: I in them and you in me. May they be brought to complete unity to let the world know that you sent me and have loved them even as you have loved me.

John 17:20-23

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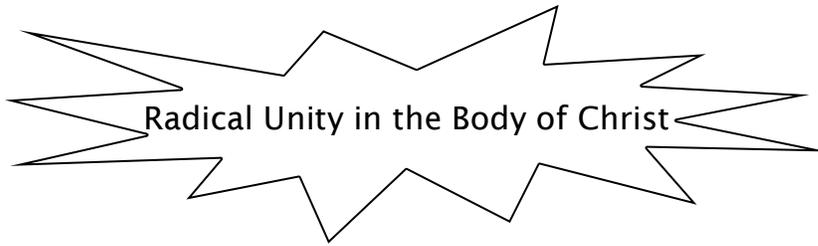
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Greatest Evangelistic Tool

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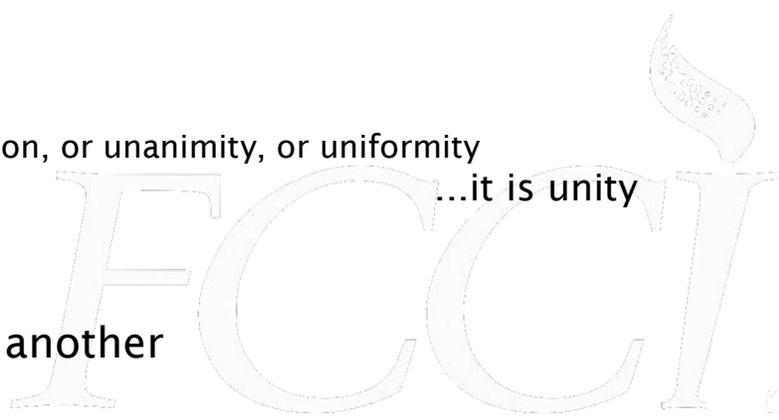


Rate your ability to “live in the right key”:
Scale of 1-10 (1= weak; 10= strong)

- * Immediate Family: 1 2 3 4 5 6 7 8 9 10
- * Extended Family: 1 2 3 4 5 6 7 8 9 10
- * Workplace: 1 2 3 4 5 6 7 8 9 10

Right key isn't union, or unanimity, or uniformity

...it is unity



U—uplift one another

N—need one another

I—intimately relate to one another

T—trust one another

Y—yield to one another

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Discussion Questions

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In your workplace, do you encourage EQ along with IQ?
In what ways?

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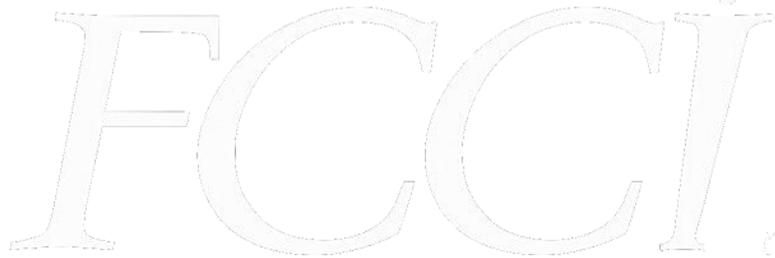
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Is there a growth plan in place to help cultivate the EQ of your employees / coworkers?



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Reflect on your responses about “living in the right key”.
What about other areas in your life? Are you “living in the right key” in those areas?

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Additional Notes

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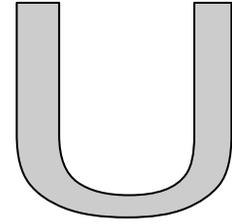
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Uplift One Another

(uplift = encourage, exhort)



4 Skills

1) complimenting (not flattering)

- a) concrete, specific, tangible
- b) geared toward character, competence
- c) consistent, done over time, habitual

- Parents give children negative responses over positive responses in a 10:1 ratio
- 4th grade teachers testify to a ratio of 4:1
- Group provides environment where you are complimented; everyone needs compliments

2) expressing confidence

- believing in people in the future
- visualizing achievement
- what you see is what you will be

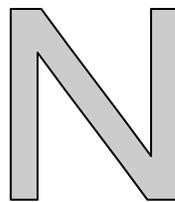
3) comforting

- come alongside
- invest in people
- 2 Corinthians 1
- emotional bank account concept
- creates loyalty

4) coaching

- cannot be an effective manager without being an effective coach
- cannot coach just technically
- need to be effective in personal lives as well

Need One Another



- 1st you need me
- 2nd I need you
I need to realize you need me

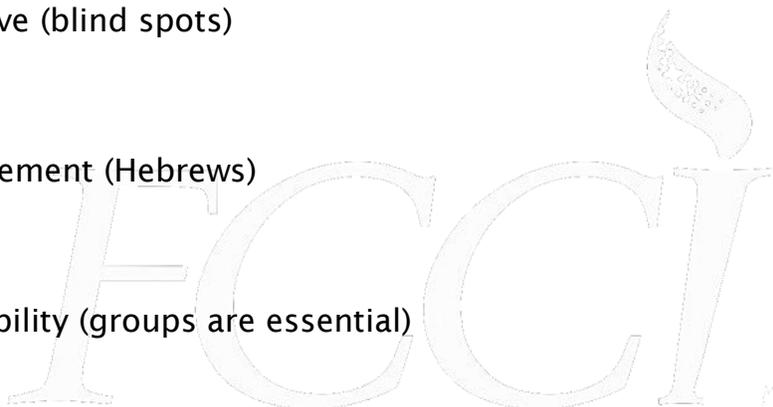
- leadership style needs to adopt to the type of people you are with

- not about a) independence or b) dependence
It's about *interdependence*

1) perspective (blind spots)

2) encouragement (Hebrews)

3) accountability (groups are essential)



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Discussion Questions

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What are some compliments you know that you have been needing to give? (Remember to compliment, not flatter.)

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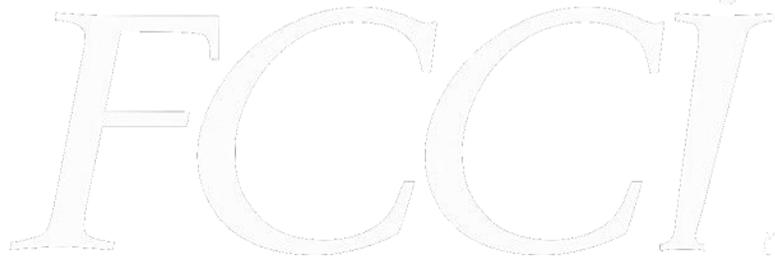
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How are you *expressing confidence* to the people in your workplace? How are you creating *emotional equity*?



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Are you willing to coach and be coached vs. manage and be managed? What difference does that make at work?

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Additional Notes

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Intimately Relate to One Another



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- connect with people

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- establishing rapport with people
- seek to understand, then seek to be understood

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- good listening
- give focused attention
- listen with an attitude of acceptance and a desire to understand

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- remember that the person is not your enemy
- seek clarification

- 1) "Are you telling me that....?"
- 2) "What did you mean when you said that...?"
- 3) "Of all of the things that you said, what do you most want me to understand...?"

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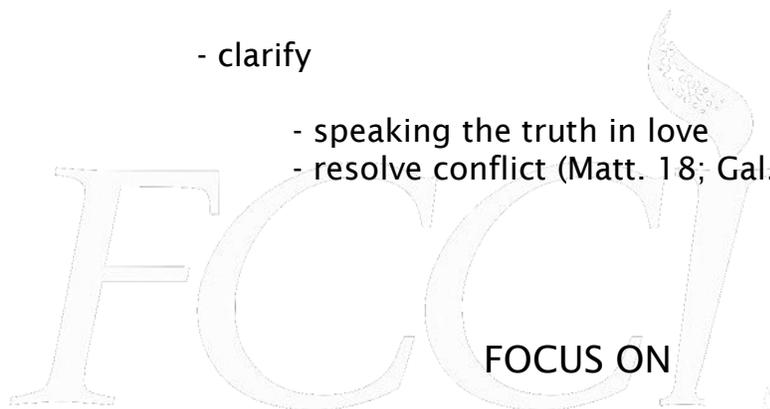
- transparency

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- clarify

- speaking the truth in love
- resolve conflict (Matt. 18; Gal. 6:1; 1 Cor. 13)

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not "you" statements

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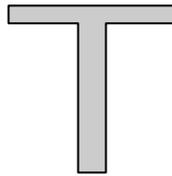
not motives

mutual understanding

not winning / losing



Trust One Another



Notes

- 2 ways

1) believe the best

2) forgive freely (why...)

a) best thing for you;

“bitterness, or lack of forgiveness is like taking poison and hoping it will kill the other person”

b) frees up the other person to become the person they need to be; demonstrates grace

c) *you* are forgiven, despite what you deserve

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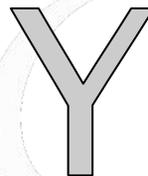
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Yield to One Another



- Philippians 2

1) defer even if you may be right
deferring may be right for that person

2) admit when you are wrong
show humility
be the first to ask for forgiveness

- “I was wrong. I shouldn’t have done ___”

- “I’m sorry I did ___ and caused you to feel ___”

- “I know that I’ve hurt you deeply and I’ll work hard not to do ___ again”

- “Will you forgive me?”

*how you handle it when people fail you
is a great measure of a leader*

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In what ways do you strive to connect with others?

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What part of the clarification process could you improve upon?

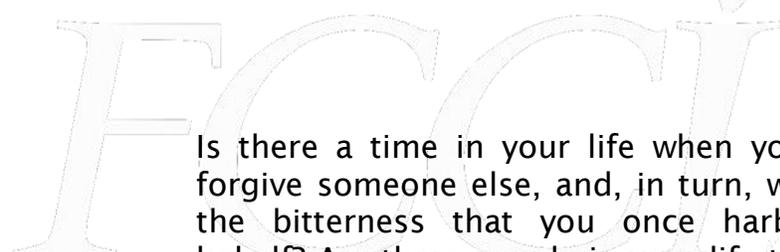
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Do you have a tendency to believe the best about people? Or the worst? How is this demonstrated in your workplace? In your home?

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Is there a time in your life when you were able to forgive someone else, and, in turn, were released of the bitterness that you once harbored on their behalf? Are there people in your life that you need to forgive right now?

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How good are you at deferring (even if you know you are right)? How good are you at admitting when you are wrong?

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If the way you handle how others fail you is a good measure of your leadership ability, are you a good leader (in this area)?

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Additional Notes

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Notes

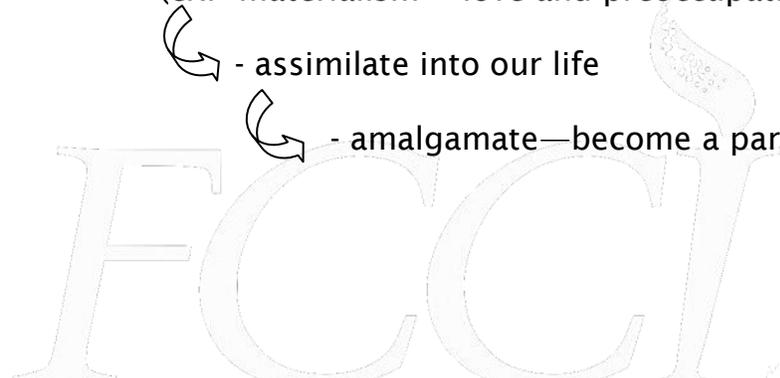
...run in such a way that you might win...

Barna's Research

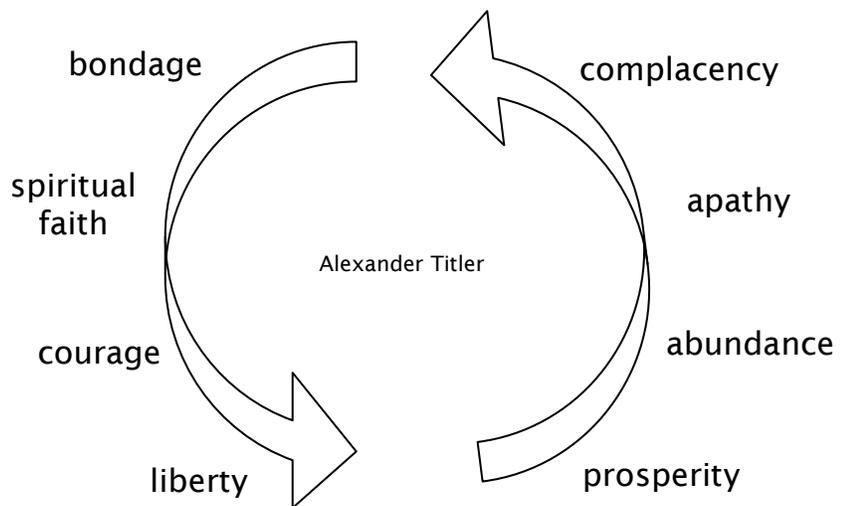
- "...radical gap between what Christians were professing they believed and the values and lifestyle that grew out of the values..."
- the culture is shaping Christians more than Christians are shaping the culture

Downward Trend (Cycle)

- accommodate ourselves to any "ism"; (ex: "materialism" - love and preoccupation of things, money)
- assimilate into our life
- amalgamate—become a part of us



Most great nations live to be 200 years old and then go through the following process:



Looking Ahead

Session XI Preview

Do you not know that in a race all the runners run, but only one gets the prize? Run in such a way as to get the prize. Everyone who competes in the games goes into strict training. They do it to get a crown that will not last; but we do it to get a crown that will last forever. Therefore I do not run like a man running aimlessly; I do not fight like a man beating the air. No, I beat my body and make it my slave so that after I have preached to others, I myself will not be disqualified for the prize.

1 Corinthians 9:24-27

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But you, keep your head in all situations, endure hardship, do the work of an evangelist, discharge all the duties of your ministry. For I am already being poured out like a drink offering, and the time has come for my departure. I have fought the good fight, I have finished the race, I have kept the faith. Now there is in store for me the crown of righteousness, which the Lord, the righteous Judge, will award to me on that day—and not only to me, but also to all who have longed for his appearing.

2 Timothy 4:5-8

- 1) *fought* the good fight
- 2) *finished* the race
- 3) kept the *faith*
- 4) focused on the *future*

4 F's

Notes

Discussion Questions

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In what areas of your life or the lives of others do you see the accuracy of Barna's research (re: Christian belief system vs. actual values)?

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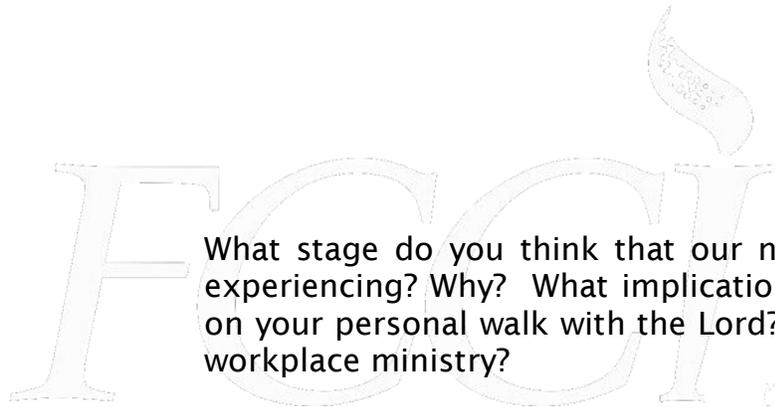
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What stage do you think that our nation is currently experiencing? Why? What implications does this have on your personal walk with the Lord? What about your workplace ministry?

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Additional Notes

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Notes

- 1) *fought* the good fight
- 2) *finished* the race
- 3) kept the *faith*
- 4) focused on the *future*

4 F's

FOUGHT THE GOOD FIGHT

(both defensive and offensive)

DEFENSIVELY (Eph 6:10-14)

- Armor: helmet, shield, sword (defensive)
- Who / what is our enemy?
 - sin / self
 - Satan—uses the world's system to stimulate our sin
 - overt sin
 - covert sin
 - harden our hearts (unreceptiveness)
 - society
- Protect yourself
 - your heart and mind
 - helmet (biblical meditation)
 - knowledge—understanding—wisdom
 - renewing of your mind

Joshua 1:8
John 15:17
Ephesians 3:16
2 Corinthians 10
1 Peter 1:13, 14
2 Timothy

Psalm 1
Colossians 3:1-17
Romans 12:12
2 Peter 1
Philippians 2

FOUGHT THE GOOD FIGHT, CONT

Notes

OFFENSIVELY

- Be positive, provide solutions; give directions
- God wants us to move, and to move aggressively
 - be proactive; God has called you
 - be strategic; partner with others
 - pre-evangelism (workplace)
 - directed to Generation x, Mosaics
 - process evangelism
 - relational
 - vulnerable
 - value-added
 - winsome
 - provocative
 - many opportunities to say yes...
 - strategic
 - leverage resources*

your resources are more than just your money; they are your time and talent

God wants us to
think **BIG**



Notes

Discussion Questions

O

What are some specific ways that Satan has used the world's system to stimulate sin in your life?

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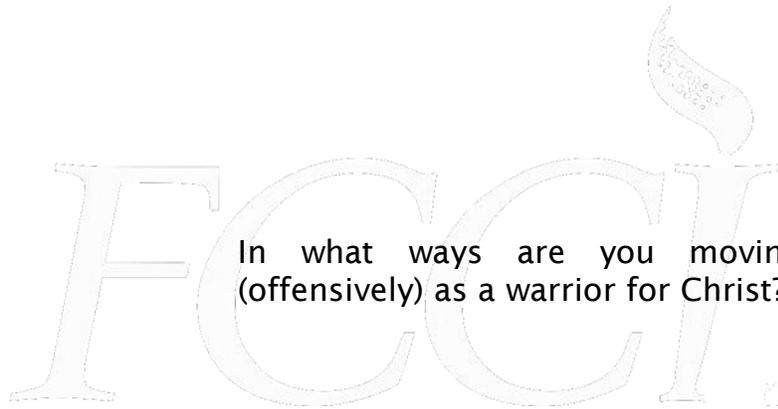
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What are some specific ways that you protect yourself (using God's armor) against Satan?

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In what ways are you moving aggressively (offensively) as a warrior for Christ?

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Are you strategically using process evangelism in your life and in your workplace right now? Are the advantages of using this type of evangelism clear?

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Additional Notes

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KEEP THE **FAITH**

See, I have told you ahead of time.
Matthew 24:25

The Lord answered, "Who then is the faithful and wise manager, whom the master puts in charge of his servants to give them their food allowance at the proper time?"
Luke 12:42

Whoever can be trusted with very little can also be trusted with much, and whoever is dishonest with very little will also be dishonest with much. So if you have not been trustworthy in handling worldly wealth, who will trust you with true riches? And if you have not been trustworthy with someone else's property, who will give you property of your own?
Luke 16:10-12

Be joyful in hope, patient in affliction, faithful in prayer.
Romans 12:12

Then he said to him, "Rise and go; your faith has made you well."
Luke 17:19

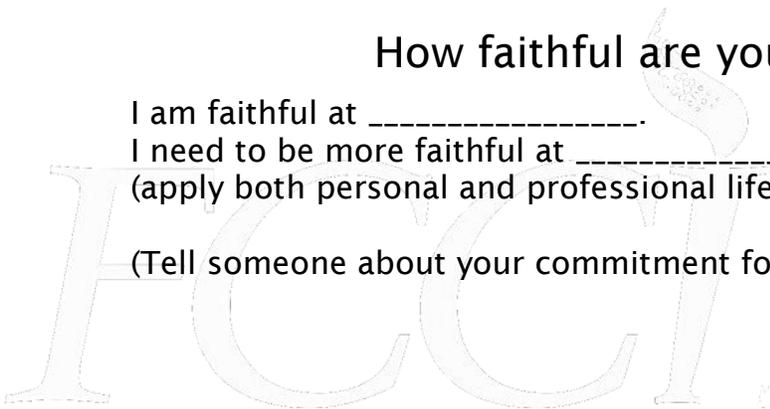
How faithful are you?

I am faithful at _____

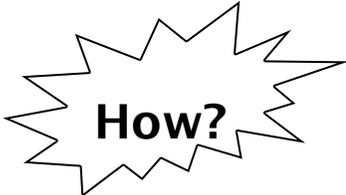
I need to be more faithful at _____

(apply both personal and professional life)

(Tell someone about your commitment for accountability.)



FOCUS ON THE **FUTURE**



- 1) Forget normal tendencies
- 2) Open your heart and mind to God's restricting
- 3) Cast off those things that don't count
- 4) Understand God's priorities
- 5) Spend the rest of your life on God's agenda and eternal values



FINISH THE COURSE

- Don't get sidetracked
- Keep your eye on the ball
- Become a roaring lamb
- Don't quit

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You measure the size of an accomplishment by the obstacles you have to overcome to reach your goals.

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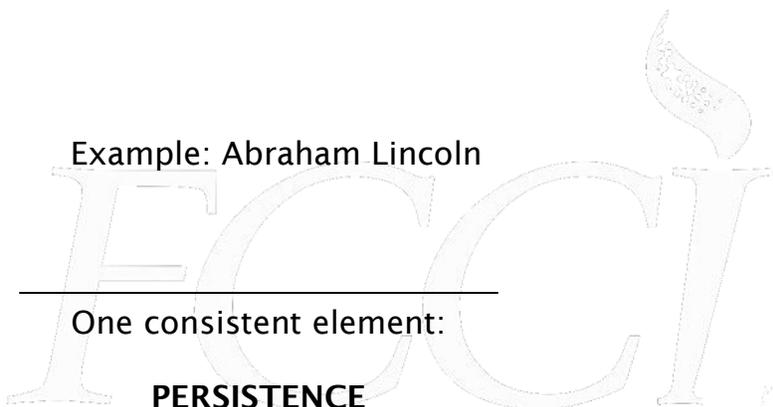
Booker T. Washington

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Remember to focus on the roots, not the fruit.

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Example: Abraham Lincoln



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One consistent element:

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PERSISTENCE

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*extraordinary people that
just didn't quit*

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This is the true joy of life, the being used for a purpose recognized by yourself as a mighty one, the being thoroughly worn out before you are thrown on the scrap heap; the being a force of Nature instead of a feverish, selfish little clod of ailments and grievances complaining that the world will not devote itself to making you happy.

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George Bernard Shaw

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Discussion Questions

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Reflect on your answers to the questions regarding faithfulness. Are there more areas in which you are faithful? In which you need to be more faithful?

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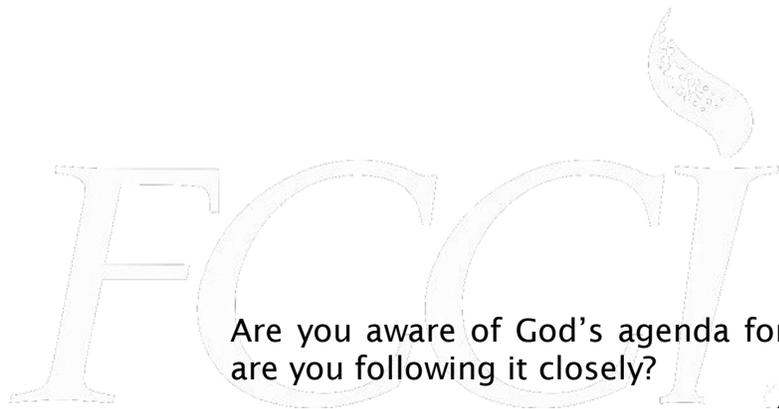
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What are some things that you need to “cast off”?

Are you aware of God’s agenda for you life? If so, are you following it closely?

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Who in your life is an example of accomplishment through persistency? Are you?

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Additional Notes

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