



LIFE STUDIES

Business for Life



A SMALL GROUP CURRICULUM MADE BY PBC

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L.I.F.E STARTER JOURNALING

The Bible journaling method called LIFE Starter was developed to create an easy, yet effective way for people to study the Bible, remember what they read and allow their hearts to get ignited for Jesus Christ.

L.I.F.E. stands for Listen, Investigate, Focus and Engage

L=LISTEN

In your journal, write the date and the Scripture you're studying. After you've read the passage a few times, listen to the Holy Spirit and focus on a verse or two that stands out to you and then write out those verses in your journal. Writing helps you remember the verses

I = INVESTIGATE

Next, you investigate the context around the Scripture reading. To whom was this written? Why? How does this passage fit with what comes before and after it? What is the Holy Spirit communicating through this text? Feel free to use Bible study tools for commentary: [Bible Study Tools](#), or [Easy English Bible](#).

F = FOCUS

The next step is focusing on the text to make it applicable for your own life. What does the text mean today? What is God saying to you personally through this passage? How can you apply what you've read? Write out a couple sentences detailing what God is saying to you through the text.

E = ENGAGE

The final step in the journaling process is engaging God. This can either be a short prayer or an action that you can take that day after reading the text. Is there a command to follow in the text? How are you different because of what you've learned?

The beautiful thing about this journaling method is that it is short and only takes a few minutes, and it can be done every time you read or study a passage.

SESSION 1: LIFE BUSINESS INTRO

•Session #1 Teaching: Are YOU Bringing Jesus to Work?: 5 minutes

As mentioned in the intro video, the goal of this program is to encourage better understanding of God's purpose for your life and to live out your business life with Biblical integrity. Pastor Rick Warren outlined living a purposeful life best in his book "The Purpose Driven Life." In it, Rick talks about God's intentions to use our talents to do good in the world and explains God's 5 purposes for us.

1. We were planned for God's pleasure...

- Your first purpose is to understand your relationship as a child of God.

2. We were formed for God's family...

- Your second purpose is to enjoy God's family, including your own.

3. We were created to become like Christ...

- Your third purpose is to become like Christ in ALL areas of your life.

4. We were shaped for serving God...

- Your fourth purpose is to practice the ministry of serving in all areas of life.

5. We were made for a mission...

- Your fifth purpose is to understand and live out your God-given purpose! your priorities to God, and allow Him to show you what is most valuable in your life.

Today, we will do brief introductions (5-minutes each) to explain who are you and what do you hope to achieve in this group. We will review some goals you are willing to set (and be held accountable to) in order to get the most of this class.

Once everyone has shared, you will be asked to share ONE take away from each participant. Also, I recommend that if there is anyone in your group that you do not know well, that you set a specific 1-on-1 time with them to get to know them and their business better.

Next week, we will hear from Phil Holliday and learn all about what servant leadership is all about!

Small Group Discussion: 20 minutes

Think about and discuss:

- One thing that is working well for your business.
- One thing that is NOT working well for your business.
- What are YOUR priorities for the business? Is your team on the same page?
- Do you have goals? Are they "SMART" Goals?
- What are the first steps to meeting future goals?
- Where does God fit into your work equation? Define what success will look like, when this program is complete

Small Group Wrap-Up: 10 minutes

- *What were the biggest take-aways and personal commitment from your small group time?*
- *What is ONE thing that you will do different this week in order to make needed changes that came up in today's study?*

Discuss This Week's Homework: 5 minutes

- It's time to do a self-assessment and be honest about areas that you feel strong in and areas that you know you need to grow in. Do the assessment yourself and then ask team members (or family members) to rate you as well. Come ready to share next week with your group!

SPIRITUAL CHECK UP	SCORE 1-10
<p><i>Leadership.</i> How often do you pray for the ability to think and act more like Jesus so you can grow into a stronger leader? Confess your mistakes and repent when you fall short; hold yourself and the people who work for you accountable to deliver results; and serve others regularly</p>	
<p><i>Develop a Clear Vision.</i> Does your team know where you are going and why they are following you? Define your company's vision, core values, and performance expectations. Have a clear mission/vision in writing that is properly communicated and shared by the entire team. Establish clear core values that are implemented in every facet of operations and promotions.</p>	
<p><i>Pride.</i> Pride is a particularly dangerous sin because it not only separates you from God, it causes you to attack God by attempting to dethrone Him in your life and enthroning yourself as your own god. Are you asking God to help you cultivate humility, which will bring you both peace and success? Recognize that you're a sinner just all other people and are not superior to anyone else. Don't always insist on having your own way just because you own the business. Seek out and be open to biblical instruction, reproof, rebuke, and constructive criticism. Learn from others and accept help from them whenever you need it.</p>	
<p><i>Godly Character.</i> Do you ever find yourself telling "white lies" or ask the people who work for you to do so? Tell the truth even when it's not easy, cheap, popular, or convenient. Follow through on your commitments even if they become more costly, inconvenient, or time-consuming than you'd estimated. Always do more than just enough to get a job done; put forth the extra effort necessary to do an excellent job. Don't give others false impressions, such as by omitting facts that reveal reality or offering excuses to disguise reality.</p>	
<p><i>People Skills.</i> Do you genuinely care about people? Value working with people more than doing paperwork. Learn how to be efficient with things but effective with people. Listen more than you speak. Ask the right questions to engage others in good conversations. Don't keep score with people; serve them to express your love for God rather than because you're expecting something in return. Don't judge people or try to debate them toward YOUR agenda, instead, love them and show humility (without stuffing). Control your attitudes and emotions to make them positive rather than negative. Look for ways to meet others' needs. Speak respectfully to people and well of them. Invest in your employees' development by giving them the resources they need to be successful. Care enough to confront them when they're off track. Pray for them regularly.</p>	

CONTINUED...**SCORE 1-10**

Team Building. Do you hire people prayerfully and strategically? Establish a culture that promotes accountability and includes Jesus in every facet of operations. Develop your team with the highest upward potential in your business and delegate work to them, encourage them, and hold them accountable for results.

Refuse Offense and Frustration. Do you get easily offended and frustrated? Learn how to confront and not stuff. Let go of grudges against people who hurt or offend you; forgive and reconcile right away. Always be honest and up front, keeping a short leash on your emotions. Don't be a stuffer!

Time Management. How well do you focus your time on the tasks that you can do best accomplish in the least amount of time? Identify your priorities and base your schedule on them. Don't let trivial tasks consume too much of your attention; focus on what's most important. Whenever you need to add something to your "to-do" list, take something off the list to make room for the new task. Trust God in every part of your life and tell Him that you want to use your time to fulfill His purposes for you. He will guide you to use your time well.

Managing Money Well. Remember that all the money you and your company have comes from God. Give generously as God leads you. Avoid unnecessary debt and pay existing debt off as soon as possible. Don't concern yourself with the prosperity of dishonest people; keep doing what's right yourself and trust God to judge everyone fairly. Pay all the taxes you owe to the government. Don't enter into business partnerships with nonbelievers.

Work-Life Balance. Build mental balance into your life by learning new information and developing new skills. Build emotional balance by constantly investing in your relationships. Build physical balance by getting enough sleep and exercise regularly and eating a healthy diet. Build spiritual balance by celebrating disciplines like prayer, Bible study, scripture meditation, and participating in church worship services. Build structure for all quadrants of life and make sure you are addressing them all with the same amount of passion (for Jesus).

TOTAL SCORE

SMART Goal Worksheet

Today's Date: _____ Target Date: _____ Start Date: _____

Date Achieved: _____

Goal: _____

Verify that your goal is SMART

Specific: *What exactly will you accomplish?*

Measurable: *How will you know when you have reached this goal?*

Achievable: *Is achieving this goal realistic with effort and commitment? Have you got the resources to achieve this goal? If not, how will you get them?*

Relevant: *Why is this goal significant to your life?*

Timely: *When will you achieve this goal?*

This goal is important because:

The benefits of achieving this goal will be:

Take Action!

Potential Obstacles

Potential Solutions

Who are the people you will ask to help you?

Specific Action Steps: *What steps need to be taken to get you to your goal?*

What?

Expected Completion Date

Completed

SESSION 2: SERVANT LEADERSHIP

- **Welcome & Review & Discuss Your Assessments: 30 minutes**
- **Session #2 Teaching: What is Servant Leadership?: 10 minutes**

Let's start with defining what Biblical servant leadership is. Servant leadership is the approach to leadership promoted throughout Scripture and when you apply it in the workplace will provide the greatest opportunity to honor God and bless the employees and employer. This blessing happens through the balance of Godly morality, mission achievement while always being mindful of the best interests of each individual associated with the organization. Servant leadership is love-based, incorporates grace with boundaries supported by accountability, forgiveness, which we normally don't associate with business, yet it is the heart of God, along with discipline and autonomy. It can and should be embraced in ministry and corporate leadership.

Servant leaders are those individuals who develop and empower others to reach their highest potential. Servant leaders embrace the notion that if the followers are maximizing their potential that this will directly translate to the potential of the organization. Studies have been done on corporate entities that indicate this style of leadership results in enhanced organization motivation, accomplishment of goals and bottom-line financial results. At the end of the day it is embracing what Jesus did to develop his disciples and release them to change the world.

Small Group Discussion: 20 minutes

- *What does "servant leadership" mean to you?*
 - *Take 5-minutes and read over the (titles only) John Maxwell's, "21 Laws of Leadership in the Bible" on the next page. Mark the ones that jump out the most to you and discuss with your group.*
1. *Why did certain "laws" jump out at you?*
 2. *How are YOU applying these laws?*
 3. *How can you better apply these laws?*

Small Group Wrap-Up: 10 minutes

- *What were the biggest take-aways and personal commitment from your small group time?*
- *What is ONE thing that you will do different this week in order to make needed changes that came up in today's study?*

Discuss This Week's Homework: 5 minutes

- *Read Matthew 4:19 -22, 1 Corinthians 1:4-9, John 4:31-34, John 13:1-17 and Matthew 28:19-20 and make notes on how these sections of scripture reveal different aspects of leadership to you.*
- *Dive deeper into John Maxwell's, "21 Laws of Leadership in the Bible" and be ready to discuss at the next session.*

WHAT ARE THE 21 LAWS OF LEADERSHIP?

These laws were written by John Maxwell. Each law will have an application in your life. We are all Leaders at some point in our lives. In fact, we are always a Leader in some part of our lives. As each law is brought into this program, take a few moments to consider how the law applies to you.

Law #1: The Law of the Lid.

The Law of Lid states that our leadership determines our level of effectiveness. In other words, our ability to lead will determine how successful we are regardless of the area of our lives; work, family, church, or any other area. Thus, it is vitally important that we all improve our leadership capabilities in order to be more successful in every area of our lives.

This challenge is exactly what God wants us to do! If we are standing still, not learning, not becoming a better leader, then we are not progressing in our walk with Jesus. Remember, we are always striving for perfection, striving to serve, striving to be more like Christ!

Law #2: The Law of Influence

The Law of Influence, simply stated, is that leadership is basically influence, nothing more and nothing less. If you lead people, you influence them. If you influence people, you are leading them. So, if you think you are not a leader, then consider whether you have influence over anyone else. If you do, you are a leader. As a leader then, you have a responsibility to add value to the person or persons you are leading. You need to have a positive influence, helping others to attain their goals. Who will you lead (influence) today?

Law #3: The Law of Process

The Law of Process simply says leaders develop daily and not in a day. This is very consistent with the life of a Christian. Salvation comes in an instant but the Christian life is a process that takes a lifetime. Along the way, we experience setbacks and leaps forward, hard times and great times.

The key to the Law of Process is our willingness to make commitment to the process. For a Christian, this means Bible Study, prayer, worship, witnessing, and living righteously.

Remember, consistency is what God longs for in our lives. Consistently faithful to Him. Consistently devoted to living out His example before others. Consistently growing in our relationship with Christ and others.

Consistently loving everyone! How far along are you in the process of becoming more like Christ?

Law #4: The Law of Navigation

The Law of Navigation simply states that anyone can steer a ship but it takes a leader to chart a course.

Some people have the gift of being able to see the end result, the goal. People that excel at the Law of Navigation are able to see the pathway to the goal. If you are gifted in seeing the goal but not charting the course, then you need to get someone near you to help chart the course. Where do your gifts lie?

Do you need to work on developing your skills in "seeing the goal" or "seeing the pathway to the goal"? Pray that God will show you His goal and His pathway!

Law #5: The Law of Addition

The Law of Addition basically says that leaders add value to others by serving others. When we provide a service to someone, we must first see that the person has value, in other words, is worthy of the service we are performing. By assigning value to them, they are encouraged to value themselves. Jesus performed a great service for us when He chose to sacrifice His life in payment for our sins. Prior to His sacrifice, He determined that each of us have VALUE! This should prove to us that we do indeed have value, what a wonderful thought that is!

Because Jesus values us, so must we value others. We show that others have value by providing service to them. This is leadership!

Law #6: The Law of the Solid Ground

Trust is the foundation of leadership! Our ability to lead is directly impacted by the ability of others to trust us. Are we trustworthy? The term “solid ground” rings clear to Christians. Jesus Christ is our solid rock! He is 100% trustworthy and will be able to lead others to Him.

TRUST is earned. While it may be given to us freely at first, in order to keep it, we must earn it! Are you trustworthy?

Law #7: The Law of Respect

People naturally follow leaders that are stronger than them. This strength is not in the sense of domination or power. It is in the sense of respect. People do tend to follow someone that they see as a better leader and for whom they have respect. Respect can not be demanded or expected, it has to be earned. The process of earning respect may take a long time. A leader must earn respect through consistent, reliable service and example to everyone around them. It is a purposeful commitment, a leader must “intend” to earn respect. Once respect is earned, it also takes a lifetime commitment to maintain it.

Respect can be lost in a single moment. Leaders must, therefore, be very diligent to protect their position and do as the scriptures teach, “Prove all things; hold fast that which is good. Abstain from all appearance of evil”. Thessalonians 5:21,22.

Take a moment to consider if those around you have respect for you. Have you earned it? Have you protected it?

Law #8: The Law of Intuition

All of us know what intuition is. Sometimes it is even spooky when our own intuition sees things that it is not reasonable to see. We call it a “gut feeling”. We make decisions based on our intuition. Have you noticed that your intuition is best in the area of your gifts? Stock traders rely on intuition to invest in stocks other traders wouldn’t touch. Farmers buying livestock rely on intuition to make profitable investments, seeing potential that others don’t.

Gifted Leaders are able to use intuition to “read between the lines” when dealing with people, challenges and problems. What we must realize is that all of us have a certain amount of giftedness when it comes to leadership. Therefore, we need to rely on our intuition and not be afraid to LEAD. Besides, where does our intuition come from? It comes from God and is developed through our relationship with Jesus Christ and the influence of the Holy Spirit!

Law #9: The Law of Magnetism

This law simply says that who you are is who you attract. The old saying “birds of a feather flock together” rings true. So, who do you want to attract? Let’s pick 3 characteristics of people that we would like to have around us; honesty, good attitude and dependability. If this law is correct, then we have to also have those characteristics. Who we are is who we attract.

In a church group, it is important for us to understand OUR gifts and talents. Then, we have to purposely seek those that have OUR same beliefs, values and vision but have DIFFERENT gifts and talents. Our prayer should be that God will send us people that fill in the gaps where OUR gifts and talents are lacking.

Once again, this means that we need to be willing to step out of our comfort zones and do what does NOT come natural. We need to seek relationships with people that are different than us, same core beliefs but different talents and gifts.

Law #10: The Law of Connection

This law says that great leaders touch a heart before they ask for a hand. This law holds true in all aspects of life but most importantly in the life of a Christian seeking to share their faith with others. Each day we should look for opportunities to connect with others, emotionally. Our objective should be to “help” people regardless of what that “help” may be. After we connect, then we can share the love of Christ. Others will be far more willing to listen when they share a connection with us. Practice the Law of Connection daily!

Law #12: The Law of Empowerment

This law simply states that only secure leaders give power away. This law goes hand-in-hand with the Law of the Inner Circle. Effective leaders are able to strategically gather folks around them with diverse talents and gifts and then empower them to use those talents and gifts. This applies to businesses and churches.

But for many of us, our inner circle is our family and our closest friends! Well, this law applies to them too! We must empower those around us and use God's gifts to lead and guide them along the way. Isn't this what we do all the time with our children? How can you empower someone today?

Law #13: The Law of the Picture

People do what people see! Remember the game "Follow the Leader"? People of all ages and in all walks of life do this all of their lives; people do exactly what people see.

One of the most important aspects of leadership is to lead by example. Therefore, we better live the way we talk. Recently, Hiliary Clinton was quoted as saying that politicians need "both a public and a private position".

Law #14: The Law of the Buy-in

This law states that people need to "buy-in" to the leader before they "buy-in" to the vision or plan. So, as a leader we need to determine if the people we are leading have truly bought-in to us. It is easy here for you to say "I'm not a leader, this doesn't really apply to me." If you do, you will be wrong! As I have stated several times before, each and every one of us are leaders in one form or another. Maybe we manage people in our job or head up an organization or maybe are simply viewed as a leader in our own homes and families.

For people to "buy-in" to you, it is essential that you show them your worthiness as a leader, Most importantly, people must trust you and see that you truly care about them. Whether it is in a large corporation or a small family, the formula is the same. Have those around you over which you have influence "brought-in" to you?

Law #15: The Law of Victory

The Law of Victory simply states that losing is not an option, victory is mandatory. This philosophy holds true for everything we do. Imagine how well a football team would play if everyone on the team believed they were going to lose before the game even started? Would your child have ever learned how to ride a bike if you told them that they were going to fail?

Yes, the road is very hard sometimes. Yes, victory seems impossibly long. But, God has promised us VICTORY and we need to live our lives knowing that victory is ours.

Law #16: The Law of Priorities

Leaders understand that activity is not necessarily accomplishment. However, by their nature, leaders love activity. This law is the most difficult one for some. Many days, some feel trapped in the need to generate activity for survival and the items that should be their priorities get pushed to the side. Is this true for you? Whether you see yourself as a "leader" or not, this law is meaningful to us all!

Remember that 80/20 rule? Well, this rule applies to most things in life. If we sit down and analyze our activities, we will likely see that 20% of the things we do produce 80% of the return we desire. If we can focus on the 20% rather than the 80%, we will be more assured of receiving the returns we need. This may change the way we think about things. Indeed, it will change our PRIORITIES!

Rule #17: The Law of Priorities

For almost two years now, the background image on my computer desktop has challenged me with the question, "Are you being productive, or just being busy?" This is at the heart of the Law of Priorities, which says, "leaders understand that activity is not necessarily about accomplishment."

Maxwell says, "When we are busy, we naturally believe that we are achieving. But business does not equal productivity. Activity is not necessarily accomplishment." This means prioritizing, which "requires leaders to continually think ahead, to know what's important, to see how everything relates to the overall vision."

Sometimes what is highest on that priority list is not comfortable or easy. Key to leveraging the law of priorities is called “the Pareto Principle” or more commonly “the 80/20 principle.” Maxwell says that if we will spend most of our time working on the things in the top 20% of importance, it will give us 80% of the return we are looking for. This means things like giving 80% of your time to your top 20% of employees.

The other factors Maxwell discusses in setting your priority list are his three R’s: Requirement, Return, and Reward. These three things make us ask: “what must I do that nobody can or should do for me?” Is there anyone I can delegate this task to capable of getting the same return as I can? And what tasks will lead to the most satisfaction? “Life is too short to not do some things you love.” When we properly prioritize how we spend our time, it will always set us on course for success. When we don’t prioritize our time, we will often look back wondering where it all went..

Rule #18: The Law of Sacrifice

This law simply states that if you want to “go up” you have to “give up”. In order to grow as a person or a leader, we have to make certain sacrifices. For example, to play any sport and play it well, a person has to work and practice, a lot. (Just ask Ian and Ethan of our church!) Dreams are easy! To see our dreams come true requires us to determine the sacrifices required and be willing to make them. No dream is unattainable so long as we are willing to pay the price to see it come true.

To be a devoted parent requires sacrifice! To be a devoted Christian requires sacrifice! To be a devoted friend requires sacrifice! To be a devoted grandparent requires sacrifice! To be an excellent leader requires sacrifice! “... The joy of possessing leadership and all the benefits of leadership is the fact that you didn’t get it free, you paid something for it. A free lunch may be good for a couple of hours, but it doesn’t last very long.”... John Maxwell

Pray that God will guide your dreams and give you strength to make the sacrifices needed to see all your dreams (God’s visions) come true in your life.

Law #19: The Law of Timing

When to lead is just as important as what to do or where to go. Leading is not just making good decisions but it is making them at the right time. It is easy to see how this law links to the Law of Intuition. In baseball, timing is the difference between a homerun and a strikeout. The decision to swing is obviously important but, without the right timing, the batter still fails even if the decision was the correct one “Most decisions that are good decisions, if they don’t turn out well, are decisions that were made too late”, John Maxwell said in his training class. So, when it is time to make the decision, don’t delay. The price for not making the right decision at the right time could be very high. The key to mastering this law is to pray for God to give us the right decisions at the right time. If we lack in the area of intuition (knowing the right time), then we need people around us with strong “intuition”.

Law # 20: The Law of Explosive Growth

Leaders who develop leaders multiply. As the leader at Second Baptist Church, this law mostly falls on the pastor, Mark Bradley. If he is to have the chance to develop leaders, then church members must be willing to become leaders and not just be followers. Followers are very much needed, however there are followers at the church that really should be, have the capability to be, or are even already leaders and just don’t know it. Remember the passage of scripture (Luke 9:57 thru Luke 10:2)? God was calling “leaders” to step out and learn how to lead from the Master. Is God calling YOU to lead?

Law #21: The Law of Legacy

A leaders lasting value is measured by succession. Each day, we determine our legacy. Have you considered what your legacy will be? Have you considered what the legacy of Second Baptist Church will be? What will be our succession here at God’s church? John Maxwell’s legacy statement is “I want to add value to leaders who multiply value to others.” Perhaps this statement could be changed by one word to make it apply to our service at Second Baptist Church and read as “I want to add value to PEOPLE who multiply value to others.” How do we add value to other people? It is actually very simple. Love people with the love that only Jesus Christ can instill in our hearts. Share the love, mercy, grace, and salvation of Jesus Christ in everything we do with everyone we meet.

SESSION 3:

PRACTICES OF SERVANT LEADERSHIP

- *Welcome & Review the 21-Laws of Leadership: 20 minutes*
- *Session #3 Teaching: The Priorities, Principles and Practices of a Servant Leader: 10 minutes*

First the priorities of Jesus were to develop his disciples, build them into a trusting team and then send them out to conquer the world. Developing people is all about knowing the people that work around you, understanding their home and work environment, always trying to reflect Christ like love which was always speaking words of life into them and encourage with candor. Building a trusting team should be grace driven, always giving the employee the benefit of the doubt and affirming the individual that we rise and fall together which means we use we instead of I. Everyone wants and needs to feel achievement in their lives! Knowing when we have achieved something requires specific goals, milestone objectives, constant feedback and celebrating the wins along the way. disciples and release them to change the world.

Secondly, the key principles are to serve first, influence through persuasion and empower the individual. Serving first means to lead by example as the speed of the leader will drive the speed of the team. Serving first also means demonstrating a spirit of humility, complimenting others ahead of yourself. Influencing through persuasion is constantly seeking each individual's ideas and thoughts, letting no one remain silent. When everyone has had input, build consensus, affirm and encourage, always being authentic in caring about the individual. Lastly, empowering the individual is providing a culture of open communications, always affirming what the individuals contribution is and recognize his/her accomplishments often. (Mobil Story, Even though you are the head of the organization give the credit to others for the success achieved)

The third dimension of servant leadership is the practice of listening with intentionality, delegating with confidence and connecting each individual with the mission. Listening with intentionality means letting others speak first, acknowledging all thoughts as important and appreciated while maintaining eye contact with whoever is speaking and repeat often what you have heard to ensure you have captured the understanding of the thoughts being shared. The practice of delegating with confidence is speaking words of life and encouragement to every team member and believing in the best outcome possible for them. Make it a habit of having ongoing communications so there will be no surprises. The third practice of servant leadership is the act of connecting the individual with the vision which requires sharing vision often and asking each team member to talk about his/her role connects to the vision. If a person feels connected to the vision then it is easy to affirm the importance on an ongoing basis. Lastly, always strive to connect all the dots of interaction with the team to the impact toward the mission.

These servant leader priorities, principles and practices represent key biblical precepts demonstrated by Jesus's leadership style and when employed will have a dramatic effect on any organization. The more we focus on being that kind of leader, the more responsive and productive the individual and ultimately the team will be. The organization will begin to operate as a group of individuals that believe in each other because the leader believes in them. People will grow in their support of one another versus being judgmental or critical and the language changes from I to we!

Small Group Discussion: 20 minutes

- *Talk about how you engage your work team to get to know them deeper.*
- *Do you pray for and with team members?*
- *How do you celebrate “wins” with your team?*
- *Discuss how you can create a “we” verses “i” culture.*
- *Do you let others on your team speak first? Are you asking good questions and using “active listening?” Discuss.*
- *Do you connect your team to the vision of the organization?*

Small Group Wrap-Up: 10 minutes

- *What were the biggest take-aways and personal commitment from your small group time?*
- *What is ONE thing that you will do different this week in order to make needed changes that came up in today’s study?*

Discuss This Week’s Homework: 5 minutes

- *Read Luke 2:41-52 and discuss how leadership is developed at an early age.*
- *Read John 15:5-20 and discuss how people do what they see.*
- *Read Luke 8:22-9:1 and make notes about caring about the person before the task.*
- *Read Luke 10:1-24 and think through what empowerment looks like.*
- *Read Matthew 14:21-31 and make notes on how leaders add value through serving.*
- *Read Matthew 20:20-28 and summarize the meaning of this text in relation to leadership.*

SESSION 4: SHARING JESUS AT WORK

- **Welcome & Review Last Week's Homework: 15 minutes**
- **Session #4 Teaching: Sharing "Jesus" while at "Work:" 10 minutes**

Alan Partain worked for one of the largest pharmaceutical companies in the world and one that is in the news almost every day due to the Covid19 vaccination initiatives, when he was faced with a very difficult decision. For a bit of context; here is a summary of the background:

- Alan was responsible for leading a group of 122 sales reps and 12 district managers across the Mid-Atlantic region selling pharmaceuticals, with a quota of over \$385MM per year
- The company was very supportive of Alan; however, due to all the legal pressures and political correctness - no one was really allowed to express their religious views...especially if you were a leader of people.
- Many individuals in Alan's company knew him as a man of faith...and also knew a bit about his passion for the orphans and widows of the Sub-Saharan region of Zambia - Africa.

So...when Every Orphan's Hope and Purcellville Baptist Church asked him to lead a team of individuals on a Short Term Mission trip to Zambia, Africa - he jumped at the opportunity, and began preparing his heart, his young family, and his spiritual strength for this awesome trip.

Then, God started working on Alan and began to plant a seed in his heart that he wasn't prepared for. He began impressing upon him that there were individuals at the company who needed to be asked to join him on this trip. Alan assumed that he would certainly experience a high degree of stress and possibly undergo some ridicule, up to and including challenges from an HR standpoint if he began talking about the organization and the trip to his co-workers. But, God impressed upon Alan the need to actually ask some individuals who worked directly under him - to actually join him on this trip. God kept putting individual names in front of Alan...while at work...while he slept...basically - non-stop for about 3-weeks. Sounds simple huh...just ask people if they are interested in going with me to Zambia to help with construction etc? Not exactly. He also had to ask each person that God put on his heart about their walk...about their relationship with Jesus...about their spiritual fitness. He had to do this BEFORE he actually brought up the trip and responsibilities associated with the short term mission trip. He had also been to Zambia multiple times and knew how spiritually rewarding and challenging this trip would be and the impact it would have on whoever came along.

So...what happened? You can probably tell the rest of the story since God always works things out for His Glory while blessing everyone along the way. Every person who God put on Alan's heart to invite, was not only receptive to the line of questions, but completely sold out on making this monumental decision to join him. For many, it was their first mission trip and first time to actually travel to Africa.

Now, here is 'the rest of the story:'

One individual who went on this trip was an atheist but had donated money to Alan a year earlier and was now searching for Jesus in his life. Alan's ask of him was the perfect timing that motivated him to give his life to Christ and serve Jesus by going on this trip. He is now serving as an active board member for the missionary who serves the widows and orphans ...in...you guessed it...Zambia, Africa.

Another individual was an African-American young man who worked in South Jersey. Alan did not know him that well but God impressed upon him the need to reach out. He accepted the invite to go... flourished in Zambia...and returned to America and his job with a higher calling. He came back...quit working for Alan...and became a youth pastor.

Another individual who worked with Alan, without hesitation - invited two other members of his team to join us. Within a couple years upon his return - he left the company, started his own company and is now one of the leaders of the very impactful non-profit called Fellowship of Christian Athletes (FCA).

So, what did Alan learn?

- 1) God calls us to do 'uncomfortable' things in our lives because He loves you, He built you for His purpose, and knows that you will be stronger and more full of joy when you follow Him
- 2) God will take the 'impossible' and make it possible ...plus some. He will magnify a blessed outcome and surprise you along the way
- 3) God will 'protect' you along the way...not always how you see or envision protection but how He sees it

Small Group Discussion: 25 minutes

Can you share Jesus while you work in a secular world? Absolutely...and don't be surprised with how God allows you to see and experience how powerful and inspirational He is. Don't limit Him...chase after His calling knowing that He is the perfect shepherd and father to you and the people you have been entrusted to lead.

- *Talk about how Alan's story impacted YOU personally.*
- *Are there people in your professional life that God is nudging you to reach out to?*
- *Are there any innovative ways you have found to reach people for Christ in your workplace?*
- *Have you ever done a mission trip (locally or globally)? Talk about what you experienced and how easy that type of experience is to share with others.*

Group Prayer Time: 15 minutes

Wrap up by praying for the courage to step out in faith and reach out to people in your professional life with the love of Jesus! Name their names if you are comfortable and watch God do His work in YOU and in them!

Discuss This Week's Homework: 5 minutes

This week, think about what Alan learned and about the people you prayed for. Review again and apply these teachings to YOUR life. Be ready to discuss with your group next week.

- *God calls us to do 'uncomfortable' things in our lives because He loves you, He built you for His purpose, and knows that you will be stronger and more full of joy when you follow Him*
- *God will take the 'impossible' and make it possible ...plus some. He will magnify a blessed outcome and surprise you along the way*
- *God will 'protect' you along the way...not always how you see or envision protection but how He sees it*

SESSION 5: I'M NOT THAT GUY!

- **Welcome & Review Last Week's Homework: 15 minutes**
- **Session #5 Teaching: NOT THAT GUY!: 10 minutes**

Matt Dickersheid shares a story that many men can relate to. Matt has been a long time member at Purcellville Baptist Church, and would faithfully attend services and try to leave as quickly as he arrived. It wasn't that he didn't like the church or the people, it was that he never felt spiritually confident that he could do much more than attend church. He and his wife, Courtney, would talk about him getting more involved in church and he would simply reply, "I'm not that guy!" "I am not a "church guy;" not good enough, and I don't have enough biblical knowledge to do anything more than attend church!" As an introvert, it was simply easier to "hide in the back" and try to never be visible!

Professionally, another Matt was being birthed. He had fairly low expectations as a child with a learning disability, even though he excelled in sports and became a college basketball player. He had aspirations to play pro ball, but God didn't gift him with the size needed to do that, so instead Matt turned his passion to help children learn. Since he struggled as a kid in school, he felt called to make a difference with children and became a kindergarten teacher. Matt felt that "he had arrived" when he got his first teaching job and never thought he would EVER want to do anything else. God had other plans. Over his years in the public school system, Matt's exceptional relational skills has made him a sought after leader. He worked his ways up the ranks through teaching, to administration, all the way to his current position as the Leadership Development Coordinator for the entire school system. There was NO doubt in Matt's mind that God was directing his professional path, BUT something was still lacking. Even though he became bolder and bolder about sharing his faith through the school system, he was still "not that church guy!"

Purcellville Baptist Church continued to focus in on their vision and core values and constantly shared them. The one that stood out to Matt was the challenge to "find freedom!" Matt wanted the freedom to be a consistent leader, at work, at home AND at church. He felt that to truly have freedom, he needed to be a man of integrity that no longer kept one of the most important segments of his life on the back burner. After years of feeling like he couldn't make a difference at his church, Mat had what he called his "GO MOMENT!" It was time to step up and be "THAT GUY" that God had been calling him to be.

God will equip you to be "THAT GUY" too as you step up and step out for Him. God created you perfectly and has already given you the tools and purpose that He wants you to use for His Kingdom!

Small Group Discussion: 25 minutes

- *Has the enemy been telling you that you are NOT that guy (or girl)? Discuss with your group.*
- *Is your "GO MOMENT" upon you? Discuss with your group.*
- *How can you invest time in your church and your community?*
- *Read the definitions of "Integrity" on the next page and discuss with your group.*

Small Group Wrap-Up: 10 minutes

- *What were the biggest take-aways and personal commitment from your small group time?*
- *What is ONE thing that you will do different this week in order to make needed changes that came up in today's study?*

Discuss This Week's Homework: 5 minutes

Review the 4-quadrant exercise on the next few pages.

Definition of Integrity

in·teg·ri·ty

1. the quality of being honest and having strong moral principles; moral uprightness.

"he is known to be a man of integrity"

2. the state of being whole and undivided.

"upholding territorial integrity and national sovereignty"

Did you realize that the state of **"being undivided"** was part of the definition of "integrity?" The state of "being undivided," speaks to balance in life. In order to fully understand our "balance" and make sure that we are living out of integrity, we need to look at and assess all quadrants of life. Those quadrants are, **(1) personal/professional growth, (2) work life, (3) relationships/family and (4) community/church.**

According to the definition of "integrity," there is none if there's not a state of "being whole and undivided!" Ultimately, YOUR purpose should be universal and apply to all areas of life!

Proverbs 11:1 reminds us: "A false balance is an abomination to the Lord, but a just weight is his delight."



THE *FOUR* QUADRANTS

PERSONAL GROWTH & DEVELOPEMENT

1. _____
2. _____
3. _____
4. _____

RELATIONSHIPS & FAMILY

1. _____
2. _____
3. _____
4. _____

BUSINESS & WORK

1. _____
2. _____
3. _____
4. _____

COMMUNITY & CHURCH

1. _____
2. _____
3. _____
4. _____

CREATE SOME GOALS IN EACH QUADRANT DISCUSSED

Decide what needs work and what needs to be cut out since it may be getting in the way of a balanced life of integrity and be ready to share with the group!

Choices to Make:

Notes: _____

SESSION 6:

START YOUR DAY WITH JESUS AT WORK!

- **Welcome & Review and Discuss YOUR 4-Quadrants: 15 minutes**
- **Session #6 Teaching: Proverbs 27:17 – Iron Sharpening Iron: 10 minutes**

Jason Coleman is a partner and Vice President of Sales and Marketing for Jenkins Restorations and has been with the company for over 25 years. Jenkins Restorations is a company known in the DMV for bringing God's Truth to and through their team and with their clients. The Jenkin's team truly understand how to "sharpen one another," as they live out their mission of "restoring property and lives with a servant's heart," by focusing on Proverbs 27:17, which says, "As iron sharpens iron, so one person sharpens another." This is a great verse to bring to your workplace.

Our spiritual life so often begins and ends on Sunday, or when we are in fellowship with our church family, but as Jason Coleman shared, you can and should bring spiritual oversight to your workplace! In today's culture, some professionals are challenged by that thought, because so many organizations frown upon ANY mention of Jesus at work. Jason's examples are fairly bold, but at the same time very effective.

One thing we can ALL do is to start our day off in prayer. Not every organization will have morning devotionals, like Jenkins Restorations does, but we can ALL give God the first fruits of our day by spending time with Him. There is NO better place to do that than at work. In fact, it's probably great to do it both AT HOME, so your family can witness your commitment and then again at the office, so that you can cover your professional day with God's anointing. Prayer is a key factor in peace. Invite the Holy Spirit in to your workplace on a daily basis and see what God does to change the culture.

Often, we make the excuse (like Matt did in session #5) that we don't have enough authority, or influence to change the culture of our workplaces, but that thought is simply a lie from the enemy! We can all lead and influence others from where we are. We lead down, across and even up. When God becomes YOUR driving force in your professional life, you don't even need to share Gospel...You ARE the Gospel, by living, loving and leading like Jesus!

If you DO have the ability to make decisions about the culture on a whole for your organization, there are definitely things you can do, much like the examples that Jason shared to make the culture of Jesus come alive!

Small Group Discussion: 20 minutes

- *How do YOU start your day off at work? Discuss with your group.*
- *Are there ways to bring Jesus to YOUR work?*
- *Are YOU sharpening others at your job? Discuss how.*
- *What are some tangible activities that YOU can initiate at work to create a "Jesus Culture?"*

Small Group Wrap-Up: 10 minutes

- *What were the biggest take-aways and personal commitment from your small group time?*
- *What is ONE thing that you will do different this week in order to make needed changes that came up in today's study?*

Discuss This Week's Homework: 5 minutes

- *Review the Lead Like Jesus website at <https://www.leadlikejesus.com/devotionals>.*
- *Review Truth at Work podcasts at: <https://truthatwork.org/>.*
- *Review Daily God-Preneur at: <https://www.dailygodpreneur.com/>*

SESSION 7: BUILD A “JESUS CULTURE”

- **Welcome & Discuss the Business Devos You Reviewed: 15 minutes**
- **Session #7 Teaching: Build a Jesus Culture: 10 minutes**

Look at your work culture and decide if the vision of your organization is clear. Why do you exist? Why do you get up in the morning and go to work? If there is NOT a compelling vision, the organization will be led by other metrics that usually lead to burnout. This week, Jason Coleman talked about Jenkins' "Servant's Heart Award" and how that award ties into the corporate vision and core values. When you have clearly defined vision, mission and core values, you will have all you need to build a winning culture and hire the right people for your team!

Defining your 'Why' isn't a new notion, but one worthy of revisiting as a regular practice. Many assume, wrongly, that a company exists simply to make money. While this is an important result of a company's existence, we have to go deeper and find the real reasons for our being. An effective core purpose reflects people's idealistic motivations for doing the company's work. It doesn't just describe the organization's output or target customers; it captures the soul of the organization.

A powerful method for articulating your "why" is to begin by describing what you do, what you make, or what you offer, and then ask yourself why that matters to you. As you drill down through the repetition of whys, a gradual uncovering of the most authentic and succinct "why" or purpose will emerge. There's really no doubt as to how important this is. It's equal to Vision and Mission and possibly even more critical because of its energizing contribution to motivation, drive and sustainability. It's your guiding North Star, a reminder of your dedication and the tie-in to core values and the inner essence and soul of your entity. It organically communicates beyond your own walls.

Many times, companies use their Mission Statement as a rallying point to motivate their team and move their organization forward. On the other hand, I believe that a simple set of 3-5 clearly defined core values (derived from the Mission Statement) can be the central point of a healthy culture that will evoke a positive mindset. These core values can then set the expectations from strategic planning and project management style, to client relations.

As your business grows, your strategy needs to evolve to suit your changing circumstances and at the same time be refocused on your core values. Following the same business model, but bigger, is not always a good strategy to maintain a growth trajectory. It's important not to assume past successes automatically leads to future success. Using your core values as a guiding light will allow you to plan your growth tactics, strategically, with the proper compass for future guidance.

Most organizations that don't focus on their WHY end up becoming very reactive, finding themselves chasing after opportunities that don't always line up with their values. As the organization grows, this approach can't be sustained. Instead of treating each problem as a one-off issue, systems and structures should be constantly developed and refined to make operations easier to handle and less reactive. A unified approach to management focuses on leading employees toward a unified growth path, developing team leadership skills and building the business strategy around the core values. When you use your core values as a management filter, the perpetual crisis mode will fade, team ownership will ensue and daily management will be easier to control.

Small Group Discussion: 20 minutes

- *Why does your business exist?*
- *Why do YOU get up in the morning and go to work? Do you see your work as a "calling?"*
- *Does your company have a vision and mission statement?*
- *Does it have 3-5 core values? Are decisions made on these core values?*

Small Group Wrap-Up: 10 minutes

- *What were the biggest take-aways and personal commitment from your small group time?*
- *What is ONE thing that you will do different this week in order to make needed changes that came up in today's study?*

Discuss This Week's Homework: 5 minutes

- *If you DON'T have company values, go through the exercise on the next few pages.*
- *If you DO have stated values, check with your team and see if they are being lived out and used as decision making tools.*

CORE VALUES EXERCISE

Phase 1. Interviews and Data Collection:

Step 1. Understand Corporate Values:

What are company values and why do I need them?

Company values (also called corporate values or core values) are the set of guiding principles and fundamental beliefs that help a group of people function together as a team and work toward a common business goal. These values are often related to business relationships, customer relationships, and company growth.

From a business perspective, having a core set of company values makes it easier for a company to make decisions, quickly communicate principles to clients and customers, and hire employees with the right attitude. Creating a business is a bit like creating a community: if you want the community to act as a group, you need a shared code/vision/identity/ethos that drives whom you choose to invite in and how the community functions as a whole. If you don't own, define, and care about the values of your community, they will evolve on their own, potentially in ways that hurt your business.

Step 2. Personal Core Values Exercise:

Have the leader(s) do the personal core values exercise on their own. This group should be the founders, owners or top executives—the ones who set the tone for the rest of the company. The goal of this step is to identify shared values within their responses. We will compile all the responses and look for common themes or repeated values. This list will be narrowed to 10 or fewer values that are shared by the greatest number of people and discussed in the next phase.

Step 3. Leadership Interview(s):

EXAMINE WHAT MATTERS MOST TO YOU AND YOUR STAKEHOLDERS:

Think about all interactions between your company and each of its major stakeholders. Then ask what those stakeholders want or need out of the experience.

What is your company's purpose?

Think about why your company is in business, and consider the impact that the owners, managers and employees want it to have. Ask a series of questions focused on the company's interests, goals and defining characteristics, such as:

- What is our company's broader purpose or reason for existence (beyond making money)
- What contributions does our company make to the world?
- What do we want be known for?
- How do we want to treat people, whether they're employees, customers, partners, or the public at large?
- Why do we act the way we act and do the things we do?

Based on those answers, (re)consider the values and ethics that are needed to help you achieve your broader purpose. For example, Google is famous for its "Don't be Evil" mandate, but the company's core values also include statements that describe how it wants to do business, such as "Focus on the user and all else will follow."

What is most important to our team?

Feeling trusted? Being treated fairly? Having a significant say in the company's direction? Depending on your company culture, employees may value having fun, or feeling like their work has a positive impact on the world. What is most important to our owners and managers? Exceeding customer expectations? Being transparent about financial and management decisions? Helping employees achieve their potential?

What is most important to our clients?

Responsiveness and customer service? Value for their money? Working with companies that have a positive social or environmental impact?

Step 4. Turn personal values into shared values:

What are company values and why do I need them?

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Step 5. Survey the team:

Have the leader(s) do the personal core values exercise on their own. This group should be the founders, owners or top executives—the ones who set the tone for the rest of the company. The goal of this step is to identify shared values within their responses. We will compile all the responses and look for common themes or repeated values. This list will be narrowed to 10 or fewer values that are shared by the greatest number of people and discussed in the next phase.

Step 3. Leadership Interview(s):

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What is most important to our clients?

Responsiveness and customer service? Value for their money? Working with companies that have a positive social or environmental impact?

Phase 2. Execution:

Step 7. Embed the values and shift the culture:

The company leaders now need to own any culture shifts personally, by understanding what is important, and what was not important, and how to describe it and execute needed changes. The process may take months, but will be a wonderful exercise that leads to a (re)prioritized set of values and vision that will be articulated in a very intentional way.

The work doesn't end when you articulate the values: you need to embed them in the company to make sure they succeed. For example, like many companies, Whole Foods includes quality in its core values. But the organic retailer defines quality in the context of its business, which means "Selling the highest quality natural and organic products available." The company then goes further by describing the actions it takes to uphold that value: "We define quality by evaluating the ingredients, freshness, safety, taste, nutritive value and appearance of all of the products we carry. We are buying agents for our customers, not the selling agents for the manufacturers."

If your company is more oriented toward actions than conceptual values, you can take this exercise even further and follow the lead of Netflix: When defining its culture, Netflix decided that, "Actual company values are behaviors and skills that are valued in other employees." Therefore, the company didn't cite its list of values. It assembled a list of nine core behaviors and skills:

1. Judgment
2. Communication
3. Impact
4. Curiosity
5. Innovation
6. Courage
7. Passion
8. Honesty
9. Selflessness

After you've linked core values to specific actions, you can build those examples into your code of ethics and employee training programs. Employees often benefit from having these kinds of illustrations, which show them what values-driven behavior looks like in the context of your business.

"If you start with a good mission statement, you can conquer the world!" Donald Miller
The **mission statement** should be connected with the **core values**.

The mission statement should...

1. Introduce the conflict: What obstacle are we trying to overcome.
2. Define the destination: Where do we want to take our clients?
3. Foreshadow the stakes: What is at stake if they DON'T use us?

Every mission demands certain characteristics from the team that will accomplish that mission and these are DIFFERENT from the core values.

The KEY CHARACTERISTICS should...

1. Be necessary to accomplish the mission and live out the values.
2. Be aspirational and achievable.
3. Must be in priority order.

With the core values established and applied to the mission statement, with key characteristics, the team will truly be in UNITY and primed for authentic success both internally and client facing!

Step 8. Test your commitment:

The way to test your commitment to core values is to ask tough questions, such as:

- How is this value showing up in our company today?
- Would we continue to hold these values if they put us at a competitive disadvantage?
- Are we willing to hire or fire employees based on whether they fit with our company's values?
- Will these values still be valid in 100 years?

Based on this honest assessment, you might have to take a step back and do more work defining your core values. If your list of core values doesn't seem solid, you can try a different exercise to see if it generates different results. If you're falling short on a value that's truly important to the company, you can try to modify your employees' behavior, rather than cutting it from the list.

SESSION 8: WORK-LIFE BALANCE

- **Welcome & Review the Core Value Exercise: 15 minutes**
- **Session #8 Teaching: Work-Life Balance: 15 minutes**

God blessed Mark Smith with the opportunity and ability to start his own business nearly 25 years ago. At the time, he didn't see it as the best move financially or for his career. He'd been promoted to President of a software company with about 20 employees that was successful and growing. His business partners, who were not all Christians, thought we were really onto something and wanted to bring additional partners in and move the business closer to DC with the goal of becoming a much larger company. Mark had already been asked to make moral compromises in some areas by his partners, and wasn't comfortable with the character of the two new guys coming on as new partners. So he made the decision to resign and start his own business, thinking that it was the best thing for his family and that he would be better able to serve the Lord with a clear conscience if he wasn't unequally yoked with unbelieving partners in business.

It turned out not only to be a good thing for Mark's family, but God blessed them financially too! The Lord used it to expose things in his heart that needed to be worked on, to heal his marriage in ways that needed healing, and to give Mark and his wife the bandwidth to raise six children and homeschool them. Interestingly enough, the company that Mark had previously run, went out of business within two years. 25 years later, Mark thanks God for his faithfulness. There's never been a day where Mark and his family worried about paying for food, or clothing, or our home, and the flexibility of working in his own company has allowed him to spend extended periods of time overseas, on mission trips, to serve in the church and ministry in various ways, and ultimately to see God providing all their needs very directly. Mark has the freedom to pray with and for employees, for workflow, for customers, for problem-solving abilities, and for wisdom. He's prayed over computers and business situations: for hard drives that were failing and for servers that were unresponsive, for frustrated customers and difficult employee situations.

Men, especially, find so much of our identity in our work. Work is a great thing! It predates the fall. God created and designed us for work. But like any good thing, work can become an idol. And when work becomes an idol we end up sacrificing to it. We sacrifice our families; we sacrifice our health; we sacrifice our hearts, our time, and our joy.

Consider Paul's admonition to slaves in Colossians 3:23, "Whatever you do, work at it with all your heart, as working for the Lord..." Individualistic Americans tend to hear the "work at it with all your heart" part of that verse and think I need to go go go and do do do. But the key mindset we need instead is to view our work "as working for the Lord." When we shift our focus this way, we begin to make decisions about tithing, and hiring, and integrity, and faithfulness which completely shift our work-life balance. We all have a master, "but you my brothers are called to be free!" We can choose to live as slaves to our human masters (whether employers or customers); or we can work "as for the Lord" for our employers and customers, since "you know that when you do you will receive an inheritance from the Lord." If you are a Christian, it is the Lord Jesus Christ you are serving - no matter what you do for a living. And the sooner we learn to accept and recognize that fact, the better our work quality and the fruit of our labor becomes for us and for everyone we know and love.

Small Group Discussion: 20 minutes

- *Read Colossians 3:23-24, and discuss how you can apply those verses to lead your life moving forward?*
- *Mark made a fairly "radical" decision and started his own company, talk about what you think about his story.*
- *Back in Session #5, we did the "integrity" exercise and talked about balance. Readdress that topic after hearing Mark's story.*

•How is YOUR work-life balance? How would your family answer that question. Ask them this week.

Small Group Wrap-Up: 10 minutes

- What were the biggest take-aways and personal commitment from your small group time?
- What is ONE thing that you will do different this week in order to make needed changes that came up in today's study?

Discuss This Week's Homework: 5 minutes

- Read Colossians 3:23-24, Galatians 5:13-14, Exodus 20:3-5, 2 Corinthians 6:14-16: and rethink what you heard in Mark's story and how that story effects come current (or future) decisions you may need to make in order to have a better work-life balance.
- Ask your family about your work-life balance and be ready to report back to your group.

SESSION 9: Study Wrap-Up

- **Welcome and Review Last Week's Homework: 15 minutes**
- **Session #9 Reflection/Feedback: 15 minutes**

So, we have a lot of teaching about servant leadership and what it means to be a **Leader in Business!** I hope this study has evoked new strategies in your life to allow you to live, love and **LEAD** like Jesus! We started this study with **WHY** it is so important to model Jesus' leadership characteristics and then went into what the Bible says about that **WHY**. Today, we end this study with the practical **HOW...HOW do YOU become a Leader for Life?**

Here are a some practical steps to help you develop the skills needed to be a servant leader:

- 1. Lead by example.** A servant leader should always be someone who leads their family and team by example. As a servant leader, you should be willing to do anything you ask others to do. Nike said it best...**JUST DO IT!** Choose one of the options below and start serving today!
- 2. Show (and tell) people why they are important.** When those you lead feel that what they do is important to, they feel more fulfilled and empowered to become servant leaders themselves.
- 3. Encourage collaboration and engagement.** Servant leaders open their hearts and their **EARS** by allowing those they lead to have their voices heard. When you take steps to encourage those you lead, it shows them you care about what they have to say and appreciate their contributions.
- 4. Help those you lead grow and develop.** Servant leaders don't only focus on being great leaders themselves, they are also interested in helping others become great leaders. Encourage those you lead to grow spiritually, and professionally.
- 5. Ask for feedback.** This is something most leaders don't do. But as servant leaders, we should always be looking for how we can improve our own leadership. Regularly ask for feedback from people who don't naturally provide it.

Consider some (or ALL) of these next steps:

- 1. Continue your leadership journey with another study.** Life Business is NOT just meant to be a class at PBC, but a movement of developing leaders to lead leaders. That is what discipleship is all about and God calls us to continue to grow with him and others. Consider staying involved and learn more about the Leaders for Life Team. Consider **LEADING** your OWN Leaders for Life Group!
- 2. Attend the next monthly Growth Track at PBC.** God has an incredible purpose for your life, and Growth Track is designed to help you connect with that purpose. PBC's Growth Track is a one-evening session covering four steps that equip you to follow Jesus, connect at church, discover your purpose, and serve others.
- 3. Join Team Life at PBC.** Team Life is a group of incredible people that have discovered their gifts and passions and are actively serving in them. From creating a comfortable environment by serving on a Host Team, to leading the next generation to Jesus by serving on a Children's or Student Ministry Team, to crafting a dynamic experience with the Worship Team, to tearing down barriers across our city by leading a Small Group or partnering with the Growth Track Team—we are a group that forcefully advances the Kingdom of God. Take the next step in joining Team Life by getting started on the Growth Track. The Growth Track is designed to equip you to live life as a fully-devoted follower of Christ—from learning the essentials of our faith to discovering and fulfilling your God-given purpose.

4. Serve at Tree of Life Ministries. Tree of Life Ministries' mission is to reach out to the poor and needy in our community with the love of Jesus Christ! In 2008, PBC committed to set aside 10% of all annual giving to meet the needs of the poor in their western Loudoun community. From there, the Tree of Life Ministries was born. Our own hope is to rally the Christian community to fulfill their longings, while constantly affirming that the source of abundant life...Jesus Christ.

5. Create your OWN serving initiatives. As we taught in this study, God has a special calling on YOUR life...YES, your OWN special God-breathed DNA...So, if you want to lead your own God-given initiative and want your Leaders for Life team to come along side you, we'd love to pray with you and support you in any way we can!

Be part of this movement and give us your feedback please!

- Write out a testimony about how this class changed your parenting.
- Shoot a short 2-minute testimony video if you feel led.
- Fill out the assessment forms (emailed tomorrow).
- Consider your involvement in the next semester classes (also emailed).

Please take the time to give us feedback, as we want to improve these classes and have the biggest impact for God's Kingdom and generations to come!