

# CULTIVATING IMPACTFUL RELATIONSHIPS AT WORK



B & P Business Conference  
July 20 – 21, 2012

# CALLED TO RELATE & TO NETWORK



**70%** with  
people at work

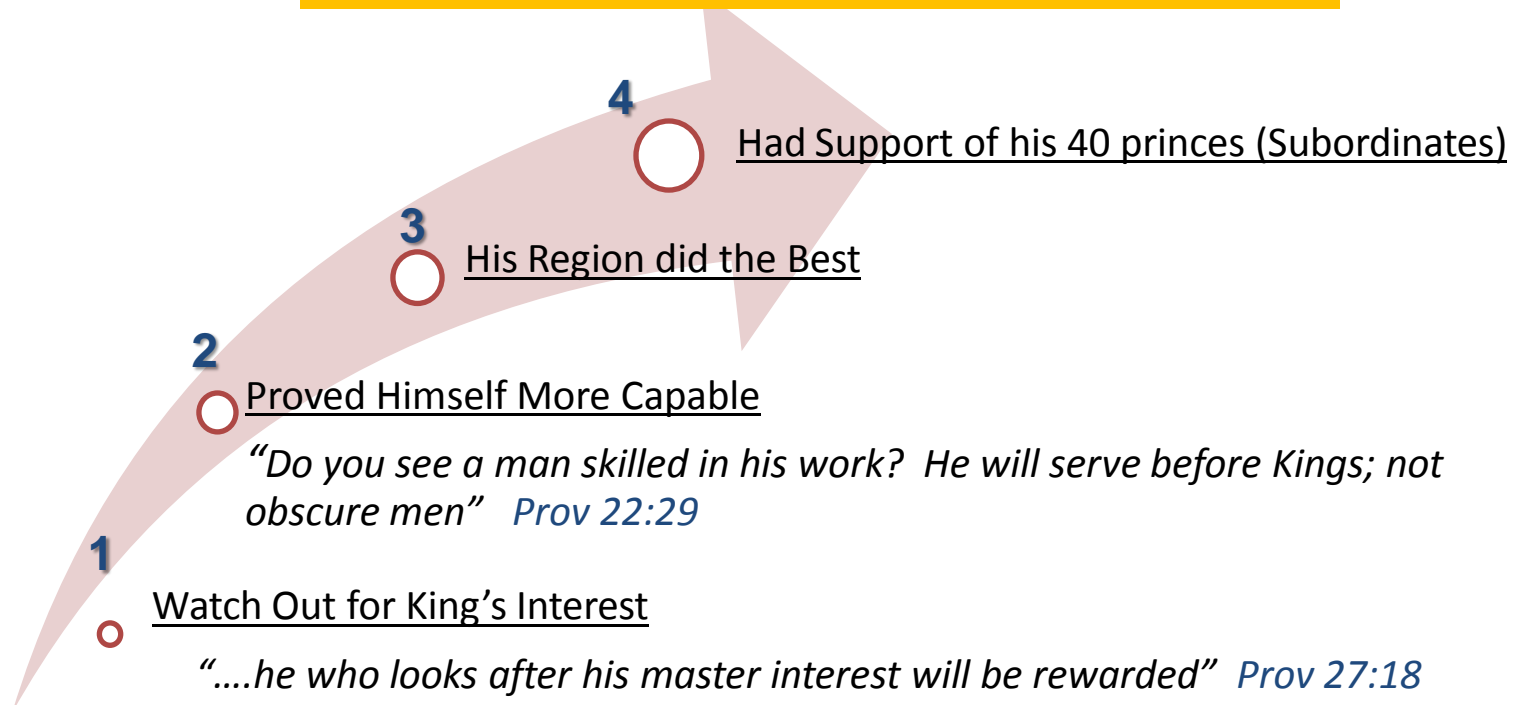
**Challenging** or  
**Positively Impactful?**

# I. CULTIVATING A GROWING INFLUENCE AT WORK

*"The King chose Daniel and two others as administrators to supervise the princes and to watch out for the King's interest. Daniel soon proved himself more capable than all the other administrators and princes. Because of his great ability, the king made plans to place him over the entire empire."*

*Daniel 6:2-3*

## DANIEL'S PROMOTION AND GROWING INFLUENCE



# INFLUENCE COMES FROM:

- **EXCELLENCE**

*“Daniel so distinguished himself in his work .....” Daniel 6:3*

Testimony

Turning Around a Failing Company

- Wife's Counsel *1 Pet 3:7*
- Excellent Work, Conversions, Promotion, Greater Influence

- **GOD'S PRESENCE**

Daniel explained the King's dream & the writings on the wall *Daniel 4,5*

Testimonies

- Discovering Source of Loss at warehouse
- Achieving Beyond Max Targets *Psalms 65:11*

- **CULTIVATING POSITIVE RELATIONSHIPS WITH SUBORDINATES**

- Value your Subordinates

Don't oppress, pay good wages on time *Deut 24:14-15*

- Be a Cultivator not a Bulldozer

✓ Participation in Planning – Ownership of Mission

✓ Give C\_\_\_A\_\_\_R\_\_\_E\_\_\_ - Honest, Grateful & Trustworthy Subordinates

## II. HANDLING PROMOTION & OFFICE POLITICS

- **PROMOTION AFFECTS RELATIONSHIPS**

- ✓ Changes Reporting Relationships & Threatens Established Policies
- ✓ May Lead to Office Politics & Relationship Challenges

- **OFFICE POLITICS IN DANIEL'S DAYS**

*"Then the other administrators and princes began searching for some fault in the way Daniel was handling his affairs, but they couldn't find anything to criticize.*

*He was faithful and honest and always responsible. So they.....find grounds for accusing Daniel in connection with his religion.....(they) went to the King and said.....(we) have unanimously agreed that Your Majesty should make a law....."* *Daniel 6:4-7*

- **Difficult Relationships with PEERs may come in the form of:**

- ✓ F \_\_\_\_\_ Finding *(Daniel 6:4)*
- ✓ C \_\_\_\_\_ *(v.4)*
- ✓ P \_\_\_\_\_ Attack *(v.5)*
- ✓ G \_\_\_\_\_ P \_\_\_\_\_ *(v.7)*
- ✓ Envy – *"A heart at peace gives life but envy rots the bones"* *Prov 14:30b*
- ✓ Slander – *"Never slander a person to his employer. If you do the person will curse you and you will pay for it"* *Prov 30:10*

# RESPONDING TO SLANDER, ACCUSATIONS, RUMOURS & BETRAYAL

- **Deception, Accusations & Betrayal will happen**

- ✓ Judas *Luke 22:48*; Joseph *Gen 37-39*

- **Respond with Grace & Faith**

- ✓ First, Ensure no wrong on your part

- "They could find no corruption in him.....he was faithful, honest and always responsible"*

- Dan 6:4*

- ✓ Take your hurt & difficulties to God in Prayers

- "He went home, knelt down and prayed.... Giving thanks to his God"*

- Dan 6:10*

- ✓ Calmly deny the charges with facts, seeking clarifications as necessary

- ✓ Don't retaliate but stay at the task with integrity & excellence

- ".....vengeance belongs to the Lord"*

- Dan 6:20,21; Rom 12:19*

- ✓ Repay Evil with Good

- "Long Live the King....."*

- Daniel 6:20*

- "Overcome Evil with Good"*

- Rom 12:17-21*

- ✓ Let it go!

### III. “MANAGING” YOUR BOSS

- **What Bosses Desire from Their Staff**

- ✓ Ability – Excellent Contribution/Results
- ✓ Attitude – Cooperative & Trustworthy

- **“Managing” Your Boss**

- ✓ Do Your Best – with your Head & Hands
- ✓ As unto the Lord – with your Heart

*Titus 2:9-10*

*Col 3:23*

- **Responding to a Boss’s Bad Decision**

- ✓ Don’t do if violate scriptures

*“....He still prays to His God.....” (v13)*

- ✓ Continued to be Submissive & Appeal gently if necessary

*“Long Live the King.....” (v21)*

- ✓ Trust God for the Outcomes

*“My God sent his angels to shut the Lions’ mouth....” (v22)*

- **Global Impact**

*“Then King Darius sent this message to the people of every race and nation and language throughout the world ..... I decree that everyone throughout my Kingdom should tremble with fear before the God of Daniel. For He is a Living God.....”*

*Daniel 6:25-28*

## IV. BUILDING A WINNING TEAM / INNER CIRCLE TO EXTEND YOUR IMPACT

**A Boss's Decision has HUGE Impact on Relationships & even Lives!**

- Making Wise Decisions

INPUT	INSIGHT
<ul style="list-style-type: none"><li>• Accept “Surface” Information from liars – <i>Prov 29:12</i></li></ul>	<ul style="list-style-type: none"><li>• Listen to Right People for Balanced View<ul style="list-style-type: none"><li>- Never consulted Daniel, his best administrator</li></ul></li></ul>
<ul style="list-style-type: none"><li>• Succumb to Emotional Appeal/Persevere <i>“Let everyone who prays to anyone.....except to Your Majesty” (7)</i></li></ul>	<ul style="list-style-type: none"><li>• Take Time to discuss, pray &amp; discern</li></ul>
<ul style="list-style-type: none"><li>• Impulsive &amp; Think only of the “NOW” <i>“.....the King was angry with himself.....” (v14)</i></li></ul>	<ul style="list-style-type: none"><li>• Think Through Longer Term Perspective<ul style="list-style-type: none"><li>- See The Big Picture</li><li>- See the Results of his “Now” ahead of time</li></ul></li></ul>



- Selecting The Right Team/Inner Circle

- ✓ Pray & take time to choose *Mark 3:13,14*
- ✓ Who to draw in to your Inner Circle?
  - Kindred Spirit Who Add Value to You and to the Mission
  - Complement Others Gifts/Talents *Prov 27:17*
  - Have Influence with Others
  - Have a Learner's Attitude

- Empowering Your Inner Circle

- ✓ Don't spend time with most negative and try to change them
- ✓ Invest time and resources in your best people
  - "Hire the best staff you can find, develop them as much as you can, and hand off everything you possibly can to them"*

*John Maxwell*

- Use Project Teams



# V. CULTIVATING BENEFICIAL ASSOCIATIONS WITH SUPPLIERS

- **The Story of The Shrewd Manager**

*Luke 16:1-12*

- A Commendation

*“.....use worldly wealth to gain friends.” (8-9)*

- A Condemnation

*“.....if you have not been trustworthy with someone else’s property, who will give you property of your own? (10-12)*

- **Heavenly Cable, Earthly Connections Open Doors**

Testimony

Custom Duties Reduction

- **Seek Win Win Suppliers Alliances**

- ✓ Don’t Treat Suppliers as Cheap Source of Financing *Prov 3:27*
- ✓ Make Suppliers Part of Your Team

Example:

- Brought in Ad Agencies & Printers for Planning Marketing Campaigns
- Advance Cash & Cheaper Raw Material Prices

## VI. CULTIVATING “ARMS AROUND” RELATIONSHIPS WITH CUSTOMERS

- **From Arms-Length Transaction to Arms-Around Relationship**
- **Start with Honouring All Agreements**
  - ✓ Prov 15:4
  - ✓ Quality Products/Services
  - ✓ Lifetime Warranty
- **Draw Customers into the Fold**
  - ✓ Consult Distributors & Commit to Forecast
    - Their “feel” better than your Marketing Department’s Projections on paper
  - ✓ Caring & Responding to Real Customer Needs
    - Going The Extra Mile to Serve
      - ❖ Second Delivery
      - ❖ Another Production run for a popular item
  - ✓ Appreciation & Recognition
    - Say it with Flowers
  - ✓ Involve in their Lives as Appropriate

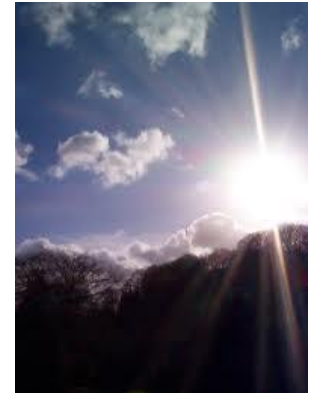


**Result: Raving Fans & Product Evangelists!**

## VII. FROM TRANSACTIONAL TO TRANSFORMATIONAL RELATIONSHIP

- **Your Work is Your Calling & Ministry**

- ✓ Salt & Light     *Matt 5:13-16*
- ✓ “Insider” as Market Place Minister     *Col 4:2-6*
- ✓ Biblical Examples of Market Place Ministers
  - Luke – A Doctor and an Apostle
  - Lydia – Merchant of expensive purple cloth who opened home in Philippi for Ministry     *Acts 16:14,15,40*
  - Zenas – Lawyer used office and networks for Ministry     *Titus 3:13*
  - Acquilla & Priscilla – In Business & in Ministry
    - Partner with Paul     *Acts 18:1,2,18*
    - Mentored Apollos     *Acts 18:26*



# FULFILL YOUR CALLING AS A MARKET PLACE MINISTER

## Transforming lives & businesses through “Salty” Conversations

*“.....let your conversations be always full of grace, seasoned with salt”*

*Col 4:6*

### Conversation

Lunch time “Ping Pong” E1



Bible Study & Conversation on  
Answered Prayers



Cecelia’s testimony & More got involved



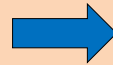
James Speaking Up & Conversation  
Among management staff



Further Conversations with Supplier

### Transformation

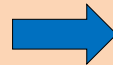
James accepted Christ, gave up smoking



Cecelia & Husband’s sale of burgers in answer to  
prayers



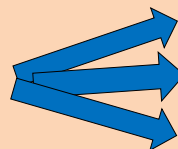
8 Others came to the Lord



Finance Director & Family Came  
to the Lord

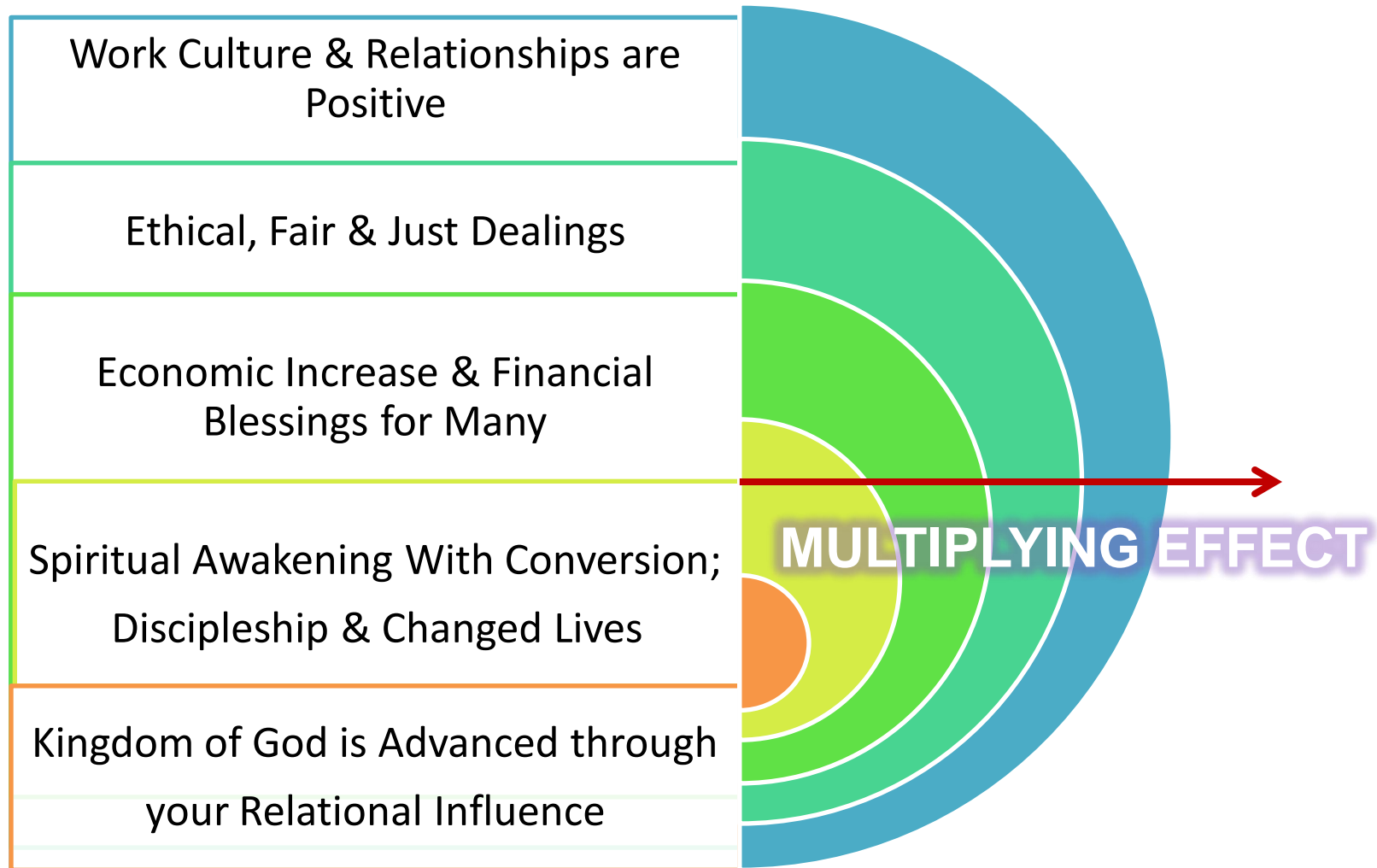


KL Transporter  
External Warehouse GM & Supervisor  
Kuching Warehouse Owner



**You too CAN be an AGENT of CHANGE right where you Work!**

# Transformation Takes Place When .....



**YOU CAN MAKE A DIFFERENCE!**