

The Extraordinary Workplace

part 1

SUMMARY

Everyone wants to work in an extraordinary environment, and you can apply the ideas in this 2-part content module to your business to help you recruit and retain extraordinary employees! Dr. Ike Reighard takes you through keys he has learned as both a business leader and a minister.

SCRIPTURES TO CONSIDER

Let us think of ways to motivate one another to acts of love and good works...

— *Hebrews 10:24*

Whatever you do, work at it with all your heart, as working for the Lord, not for human masters

— *Colossians 3:23*

He holds success in store for the upright, he is a shield to those whose walk is blameless, for he guards the course of the just and protects the way of his faithful ones. Then you will understand what is right and just and fair—every good path.

— *Proverbs 10:29*

NOTES FROM THE VIDEO

3 Things that Occur Naturally in any Organization:

Friction — between people in the company

Confusion — around the role employees play

Poor Performance — by the organization

The Law of Entropy

“If something is not getting better, it’s going to get worse.”

Gallup Study Results: “Are you Engaged in Your Job?”

71% — NO (breakdown is 55% — not at all and 16% — actively dis-engaged)

The first job of a leader is to define reality.

— *Max Dupree, Herman Miller CEO*

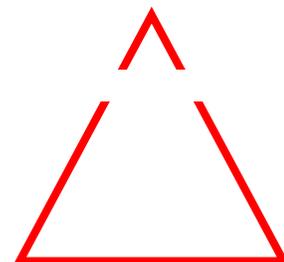
Attitudes Drive Actions

“The greatest realization I have had is that you can alter your life by altering your attitude.”

— William James

Triangle of Growth: Minding the Gap

(Place Knowing, Doing and Learning at the right points of the triangle)

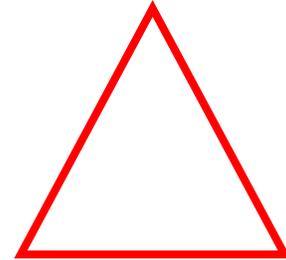


“The way you treat each other in the workplace is directly communicated to the marketplace.”

Triangle of Leadership

(Place Responsibilities, Influence and Leadership at the right points of the triangle)

“The higher up the ladder we go, the more our options decrease as our responsibility and influence increase.”



QUESTIONS FOR TABLE DISCUSSION:

1. Do you believe your employees are engaged in their job?
What ideas can share today to increase engagement?
2. Are your employees continuously learning?
What would it be like for EVERYONE there to connect “knowing what they do” with “doing what they do?” (understanding why they are being paid to do what they do)
3. How far up the “Triangle of Leadership” are you in your organization?
Consider a time when you had to make an “on the spot” decision based on your responsibility and influence? Were you comfortable with that?
How could you help another Iron Forums member facing a tough leadership decision?

A Few Notes about Dr. Dwight “Ike” Reighard

As President and CEO of MUST Ministries, Ike serves almost 38,617 people a year struggling in poverty. By combining business experience with ministry he is transforming communities through serving others. The *Atlanta Business Chronicle* has recently named him as one of the 50 CEO’s of *Who’s Who in Atlanta Non-Profits*.

Ike is also senior pastor at Piedmont Church. Since 2005, he has guided the building of membership and service to a high and sustainable level. He continues to minister and maintain a strong relationship with his church.

In the corporate arena, Ike served as Executive Vice President, Chief People Officer and originator of The Office of People and Culture for HomeBanc Mortgage Corporation from 2000 until 2007. HomeBanc was selected and benchmarked in FORTUNE Magazine’s list of the “100 Best Places to Work in America” by the Great Places to Work Institute of San Francisco.

Ike has co-authored two popular daily inspirational books, “*Success Insights*” and “*Daily Insights*”, with Zig Ziglar for Tyndale House Publishing. He is also the author of “*Treasures from The Dark*”, “*Discovering Your North Star*” and “*Discovering Your North Star Journal*” and is contributing author to “*Human Capital Management Strategies*.” You can contact him at ireighard@mustministries.org.