

# The Extraordinary Workplace

## part 2

### SUMMARY

As we build an Extraordinary Workplace at our companies, what steps should we focus on, and who can help us accomplish those steps? In this second half of our two-part content module, Dr. Ike Reighard focuses on ideas you can use for creating an extraordinary CULTURE within your organization.

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### SCRIPTURE FROM THE VIDEO

Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up.

— *Ecclesiastes 4:9-10*

For I know the plans I have for you,” declares the Lord, “plans to prosper you and not to harm you, plans to give you hope and a future.

— *Jeremiah 29:11*

The way of the Lord is a refuge for the blameless, but it is the ruin of those who do evil.

— *Proverbs 10:29*

### NOTES FROM THE VIDEO

#### **Who challenges you to learn?**

Someone who shows you what areas you need to work on in your life.

If you want to know the temperature of any organization, stick the thermometer in the mouth of the leader.

— *Rick Warren*

#### **Who sharpens you with their learning?**

Someone who challenges you more on what you can do.

### **5 Things that Make Your Organization an “Extraordinary Workplace.”**

#### Create a Culture

- Starts with your employees. “Select vs. Hire.”
  1. Calling
  2. Character
  3. Chemistry with your organization
  4. Competency
  5. Commitment
  6. Compassion
- Consider the Trust Index (from the “Best Places to Work Institute”):  
Credibility, Respect, Fairness, Comradery = Pride

#### Create Chemistry

- How you onboard people.  
Sewell Automotive Example: Servant Leader. Pursuit Education. Work/Life Balance. Enthusiasm. Life Changes. Community Connections. Seeking Opportunities to Give Respect & Recognition.

Create a Compelling Vision

- Clarify your vision, mission, values. Align goals to future potential.  
MISSION: What you are going to do every day.  
VISION: What you are aspiring to do.  
VALUES: Things you believe at your deepest level.

Create Clear Communication

- Speak the Truth. “Tell the Truth and Tell the People.”
- This is a 2-Way Street.

Create a Climate of Community

- Get involved in non-profit to show how you are caring.

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**QUESTIONS FOR TABLE DISCUSSION:**

1. Who sharpens you and challenges you business owner-to-business owner?  
Are you making an effort to connect with that person regularly?
2. How does the concept of “select vs. hire” hit you?  
What would you need to do to make this happen in your company?
3. Is your company involved with non-profits in your community?  
What does this tell the people in your workplace about your beliefs?

**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](mailto:ireighard@mustministries.org).