



# How To Create & Run Organizations That Thrive

By Dr. Christine Topjian



# Outline

- We will be talking about how an organization can achieve success, success as defined by fulfilling the organization's missions and visions while also ensuring that the organization is following God's will for its success
- Premise of Understanding: Every organization is under God and therefore, must follow God's will and promptings for its success
- Without doing this, the organization may experience some success but ultimately, it will not be successful
- Why?
- Because God is the Author of the success so if we are not doing it His way, it isn't worth doing

There will be 5 lessons in total

## Psalm 23:1-6

A Psalm of David. The LORD is my shepherd; I shall not want. He makes me lie down in green pastures. He leads me beside still waters. He restores my soul. He leads me in paths of righteousness for his name's sake. Even though I walk through the valley of the shadow of death, I will fear no evil, for you are with me; your rod and your staff, they comfort me. You prepare a table before me in the presence of my enemies; you anoint my head with oil; my cup overflows. ...

## Philippians 4:6-7

Do not be anxious about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus.

# Isaiah 41:10

Fear not, for I am with you; be not dismayed, for I am your God; I will strengthen you, I will help you, I will uphold you with my righteous right hand.

# Matthew 6:33

But seek first the kingdom of God and his righteousness, and all these things will be added to you.

# Lesson 1: Tuning in to the Voice of God

**The most important lesson I can teach you in this entire workshop series is that if you are not listening, following and respecting the words of God, then you are not going things correctly. It's really as simple as that.**

**- Dr. Christine Topjian**

How Do We Do This?

**We meditate**



# What Does That Mean?

- It means that at the helm of the organization must be leaders who can endeavour to tap into the words, guidance and input of God.
- God is always available to provide His input and when we listen to His words, input and guidance, we are led along the path that is the best for us and for our organization.
- When we don't tap into the wisdom of God, we are forgoing His wisdom and His knowledge and we are simply going about it on our own. When we do this, we are not creating lasting wealth and abundance for the organization.

# Strength in the Quiet

- When we are looking for strength, wisdom, guidance and God, we need to learn to be quiet and to tap into the best that God has for us. We do this through:

Quiet time

Meditation

Prayer

Thanksgiving

Asking for wisdom

- God has wisdom in abundance but it comes as a whisper, as nudgings, as feelings so we need to ask carefully (the words you use in prayer and in asking are important) and then we need to listen carefully to the input and the advice that we are given.

# Example 1:

- “God, I need to know how I am supposed to proceed with this matter. What are You guiding me and advising me to do about this? What is the smart way?”
- And then listen carefully
- See where and how you sense He is guiding you.
- If you want God to speak to you in direct communication with direct sentences, then ask for that. You can say “God, I need You to speak to me directly and matter-of-factly about this using words.”

## Example 2:

- “God, our biggest client is threatening to walk away. This feels like a total disaster! What do we do?”
  
- Listen carefully for the communication and the nudging, seeing carefully what He is telling you to do.

## Five-Fold Gifts

- In an organization, it is very helpful to have all of the following leaders. I also want to add here that if yours is a smaller organization, and you are more limited in resources, then one person can do more than one function. I have seen organizations where the one person is operating in all five gifts and they are alone with God):

# The Five-Fold Gifts are....

Pastors - have a heart for the flock and want to be sure that they are serving the flock, helping them to find their proper direction

Teachers - want to teach and instruct on the best ways, with divine guidance from God

Evangelists - want to spread the Good News of God and want more souls saved

Prophets - also want to spread the good news of God and want to help people understand what the Good News means and the specific instructions that God has for each individual person and each individual organization

Apostle - want to spread the good news of God and want to help baptize people

# How To Use These Gifts In Any Organization

# Vision and Communicating That Vision

One of the most important parts of an organization's livelihood is having a proper vision that all members buy into and then communicating and using and applying that vision each and every day.

The vision needs buy-in from everyone because as a resource, each person working in the organization has to work actively to achieving that vision.

For example, if company Socks Inc.(a fictitious company) had as an established vision :to ensure that every customer (in face and online) got the very best quality of socks for their needs and that they experienced at every point in their contact and communication with the company, the very best of customer service then each member of the organization would have an important part to play in that vision.



# Supporting Each Worker

Part of ensuring that we can accomplish that vision entails supporting each worker in the organization with the things they need to succeed. This can and will mean different things for different people.

- One can say that they need childcare support
- Another can say that they need a different piece of software to ensure that they can provide the best customer service
- One can say that they need to be able to work from home (whenever possible) so that they can deliver the best to their customers
- One can say that being able to use a certain space to talk to clients in private and who are having issues is an important part of the equation

# All People Appreciate...

- All people appreciate being heard and for things to shift to have their needs met
- For example, for a church to make space in a certain part of the church for congregants to meet with clergy members in private would be a very big help and support and both the clergy member will feel valued and the congregants will feel comfortable talking about their issues in a more private space that accommodates their privacy needs
  
- Another example could be for a member of the team to need child care help so that they can be as productive and effective at their job as they need to be
- If the organization were to make that accommodation for the team member, that would very likely go a long way to helping that person feel most valued and feel that they are being given every opportunity to do their best work