

Managing the nehemiah way essay



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The Bible is our guide book for life. It contains principles that can be applied to every aspect of every situation because the author is 100 percent accurate 100 percent of the time. One of the principles found in the Bible is proper management. Though many instances of proper management are given throughout the Bible, it is important to note the managerial success of Nehemiah. Due to the godly principles he uses, Jerusalem is rebuilt. These godly principles are reiterated outside the book of Nehemiah and used by managers today. Principle 1: Leaders Need to Scan their Environment

To begin with, Nehemiah illustrates the quality of environmental scanning in Nehemiah 1: 1-3. In this passage, Nehemiah was scanning his environment and keeping up with the news from the region, and therefore, recognizes a problem in Jerusalem when he hears of one. For Christian managers it is essential to scan external, internal, and personal environment as well. I Peter 5: 8 says, “ be vigilant; because your adversary the devil... walketh about, seeking whom he may devour. ” Attacks on Christian leaders will come from everywhere in the workforce of today.

Applying Nehemiah’s principle of environmental scanning today, leaders should stay tuned to current events to discern developing influences effecting their company and work (Williams, p. 85). Staying in touch with current events is a godly principle illustrated by Nehemiah. Principle 2: Leaders Need to Pray to Discern the Lord’s Leading Nehemiah not only was scanning his environment for potential issues, but also was praying about the issues as he heard of them. As soon as he heard of the problem in Jerusalem he took his request for mercy to God in a prayer of repentance (Neh. : 4-11). Philippians 4: 6 says, “ by prayer and supplication... let your

requests be made known unto God. ” It is important that godly leaders take issues to God to discern His will and to be “ transformed by the renewing of your mind, that ye may prove what is that good, and acceptable, and perfect, will of God” (Romans 12: 2 KJV). Even secular sources say that decision making is more productive with accurate counsel (Williams, p. 153). To be good leaders, managers need to pray to discern the Lord’s leading.

Principle 3: Leaders Need to have a Plan for Their Problems Additionally, Managers should have a plan for their problems as they develop in the workplace. When called upon by the king, Nehemiah requests “ that thou wouldest send me unto Judah... that I may build it” and gives a detailed plan for the rebuilding of Jerusalem (Nehemiah 2: 5-8 KJV). Nehemiah had a vision that he could execute. Since leadership is defined as “ the process of influencing others to achieve group or organizational goals,” it is essential to have a vision to carry out (Williams, p. 50). Proverbs 29: 18 says, “ Where there is no vision, the people perish. ” To avoid the pitfall of problems, managers should develop solutions to the problems in their workplace.

Principle 4: Leaders Need to Honor Authority No matter what the workplace environment, leaders should honor their authority. Nehemiah displays honor to his authority in the way he presents his request saying, “ If it please the king...that thou wouldest send me unto Judah,” and humbly entreats the king to allow him to rebuild the walls of Jerusalem (Nehemiah 1: 5 KJV).

Continuing this idea, the apostle Peter states, “ Submit yourselves to every ordinance of man... whether it be to the king... or unto governors, as unto them that are sent by him for the punishment of evildoers” (I Peter 2: 13 KJV). Even from a secular standpoint, acceptance of authority is essential for

smooth operations in an organization (Williams, p. 54). Despite the majority of ungodly authorities today, God's command still remains, "For so is the will of God, that with well doing ye may put to silence the ignorance of foolish men" (I Peter 1: 15 KJV).

Honoring authority in the workplace is necessary not only for smooth operations, but also for a good Christian testimony. Principle 5: Leaders Need to Effectively Promote Their Plan to Employees In Nehemiah 2: 17-18, Nehemiah presents the problem of the destructive state of Jerusalem to the people and promotes his plan saying, "Let us rise up and build." To inspire others to get a job done, a manager should, "declare where are we going and why are we going there" (Williams, p. 224). No worker wants to follow "blind leaders" (Matthew 15: 14 KJV) that have no proper direction. Managers today need to present their plans to correct problems in such a way that the people will be motivated to change and be a part of the solution. Principle 6: Leaders Need to Lead by Example To ensure that employees will follow the plan they promote, managers should lead by example. Statistically, employees are less likely to do what is right when management is unethical (Williams, p. 115). Demonstrating good ethics, Nehemiah gives the people back their land and corrects the dishonest usury issue (Nehemiah 5: 11-12 KJV).

Matthew 5: 16 encourages the doing of right by saying, "let your light so shine before men, that they may see your good works." For that reason, leading by example is made possible by maintaining good ethics. Principle 7: Leaders Need to Sustain a Competent Workforce Maintaining a skilled workforce is essential for today's Christian manager. During the building of
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the Jerusalem wall, Nehemiah placed competent workers in the areas they were skilled in (Nehemiah 3). Thus, Nehemiah created a productive initiating structure (Williams, p 457) by placing workers in areas of related skillt.

Since “ Iron sharpeneth iron,” it is important to place honest people together to encourage the workforce (Prov. 27: 17 KJV). Today managers need to put good people in good positions. Principle 8: Leaders Need to Correctly Deal with Adversity No matter how well you attempt to create a qualified workforce, Christian managers will always face opposition, especially when they stand for what is right. Therefore, when adversity comes, managers must deal with it correctly.

Nehemiah illustrates a godly way of dealing with adversity in Nehemiah 6: 8-9 when he confronts his enemy Sanballat. Previously, Sanballat had been slandering him with false accusations which Nehemiah silences with a response of truth. Ephesians 4: 25 commands to put, “ away lying,” and “ speak every man truth. ” Truths will always reveal a lie for what it is. When dealing with resistance forces, it is important to cautiously change their view (Williams, p. 222) and combat it with truth to keep others from joining their position as well. Due to the sinful nature of today’s work nvironment, there will be employees, coworkers, and bosses who will aim at destroying the righteous. Therefore, maintaining accurate documentation, having a witness is sticky situations, and living above reproach is essential to make sure truth prevails. Principle 9: Leaders Need to Encourage Their Workers During good times and bad, it is important for managers to encourage their employees. During a trying period of Israel’s rebuilding, Nehemiah turns the people’s fearful view of their enemies to a positive outlook concentrated on God.

He encourages them by saying, “ Be not ye afraid of them: remember the Lord, which is great and terrible, and fight for your brethren” (Nehemiah 4: 24 KJV). Using the principle of motivation which is defined as “ the set of forces that... makes people persist in their efforts to accomplish a goal,” Nehemiah motivated his workers to continue steadfastly. Hebrews 3: 13 says to, “ exhort one another daily” to maintain a steadfast purpose. Encouraging workers maintains a positive work environment and keeps workers focused on the task at hand. Principle 10: Leaders Need to Educate Employees

Education of the workforce is illustrated in Nehemiah 8: 1-6 when the law is read to the people to help them understand what they should be doing. Lack of cooperation in a workforce often coincides with a lack of proper education (Williams, p. 222). To ensure that employees do what they need to, managers should furnish proper education through training, seminars, and conferences. Educating employees of laws and procedures helps them “ to observe to do according to all that is written,” to ensure that “ thou shalt make they way prosperous, and.... ave good success” (Joshua 1: 8 KJV).

When employees know what they need to be doing, they are more likely to do it. Principle 11: Leaders Need to Give Credit to Those Responsible To be a good Christian manager, one must give the glory to God. When the work was completed in Jerusalem, Nehemiah had the people dedicate the wall and give glory to God (Nehemiah 12: 43 KJV). I Corinthians 10: 31 encourages that “ whatsoever ye do, do all to the glory of God. ” Managers should give credit to those responsible for success.

Romans 13: 7 says to give “ honour to whom honour” is due. Giving credit where credit is due, allows ideas to flourish and success continue. In

Conclusion, Nehemiah offers wonderful examples of godly, effective management in action. Christian managers, and even secular managers, can profit greatly by adapting these principles to their work environment today. For it is essential to rely on the most accurate source of management techniques ever written, the Bible. Try managing the Nehemiah Way, it works!