

# God's Joy for Middle Management

By Kim Mankey



*No Matter Where You Work – You Report to GOD*

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## Introduction

This curriculum was created to be a Christian code of conduct for business professionals with an emphasis on teaching for middle managers and supervisors who are interested in progressing in their Christian walk. The goal of this material is to help you become the best manager you can be for God and those around you by exploring how the most effective management practices align with Biblical principles and learning how to apply them.

If you are not familiar with the Bible or the people or stories in it, do not be concerned. Each chapter of this book has the Bible verses written out for you. You do not need to have Biblical knowledge in order to use this book. The training is written expressly to introduce Biblical principles in a practical, actionable manner.

Being a middle manager is a somewhat fascinating position; you have people who report to you and people to whom you report. In the business world, the middle manager is just that—in the *middle* of these two sets of people. I propose that we are *all* middle managers because no matter who we are or where we work, we report to God. If we ingest this perspective, our conduct and practices will follow His direction and lead us to become the best we can be.

At the time I wrote this book, I had been in the business world for 15 years, a supervisor for 8 years, and an “active” Christian for only 7 years. Even though I had this amount of experience, it was only in the last few years I began to realize that when something was working well in my work (and in my life) it aligned with a principle or example found in the Word of God. When I would begin to journal something that went right, I’d say to myself, “I’ve seen this somewhere before.” Yes, I had. It was in the Bible. Ah-ha!

Once I realized that the Bible was a wonderful resource, not just for spiritual growth, but for every facet of life, including my career, I began to apply it every day and the results were amazing. Improvements occurred in relationships with my co-workers, the team I supervised, and with executives above me. I was asked by other managers for advice. I was put on special projects and teams that worked on innovation and important initiatives. I was interviewed by other departments to help document business processes and make them more efficient. I was asked to audit business processes and represent my department on enterprise-wide IT projects. It all stemmed from using the Bible and the principles and examples found in it. I didn’t have to preach a sermon, I didn’t even tell anyone expressly what I was doing; I just read, prayed, and applied.

What really brought the need for writing this book to my attention was when one of my interns asked me the night before his final presentation if he should wear his suit in front of the executives? “Yes,” I said, “wear your suit.” How silly even to wonder that! Then I really thought about it—how would he have known? It was good that he asked; a “professionalism class” does not exist in most schools, so people can only learn by asking. How I wish someone would have told me some of the business world’s “norms” 15 years ago. Then God said, “Why don’t you tell people about what I am teaching you?”

This book actually began as a lecture series, but after one of the attendees suggested it be written as a book, I couldn’t get the idea off my mind. So I prayed. The Lord said He would be with me as I wrote. Our relationship has grown through this process! Therefore, I thank you reader for giving me the awesome opportunity to share my life lessons with you. My life will not be the same due to this experience.