

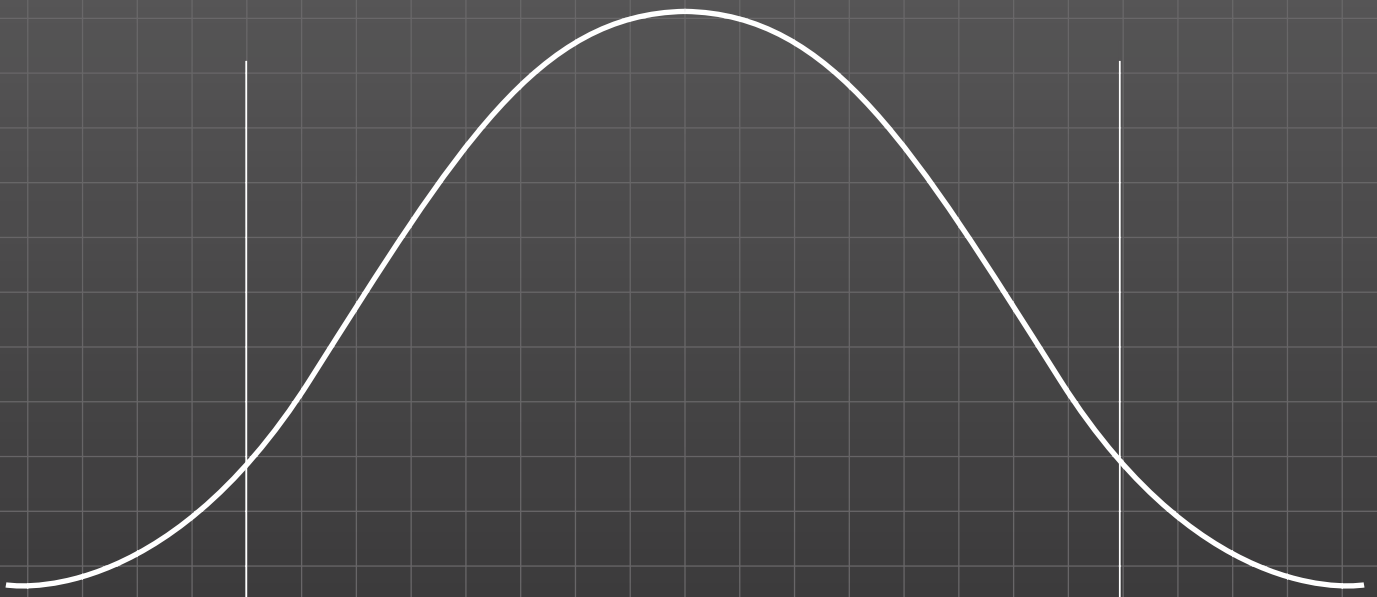
thrive 

BUSINESS

 GOALS

INTENSIVE

MONTH ONE
THE MERGER AND ACQUISITION



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BUSINESS

GOALS
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MONTH ONE

The Merger and Acquisition

Topics this Month

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Assessing your Team
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Introduction

Welcome to your first day on staff working on God's team. I'm sure it was a big decision to sign the M & A agreement. Being your first day, we are going to spend some time today getting you acclimated to your new role and your new boss. First, know that you have direct access to your new boss, the Chairman and CEO of the organization - God. Direct access means you can talk with him 24/7/365. You won't be interrupting Him, you can simply start talking to Him and He will not only listen to you but weigh in on whatever you want to talk to Him about.

There are a few goals and achievements for you to accomplish this month. Let me state it a different way. At the end of your first 30 days, if you were to ask your new boss what He would have wanted you to accomplish, it would be this:

- 1.** You've signed the M & A agreement and came to the realization that you really had sold out to another organization and by extension you have a new boss.(Romans 10:9)
- 2.** You understand there is a mission, vision, values and ethics in the new organization that you need to follow and further.
- 3.** You understand the mission of the new organization might be different from the previous one you had in your organization - it's to put the needs of others ahead of your own...to LOVE people. (Matthew 22:39)

4. You sought and began to understand how the Boss operates...what's important to Him, what annoys Him, what He wants you to say "NO" to and how He wants us to respond to poor behavior. We want you to begin to see how His corporation can make the biggest difference in the world we live in and begin to see how you play into it. (The whole Bible)
5. You have begun to explore why God called you onto His team and what He might want you to accomplish...right where He's placed you.

Signing the Contract

During the introduction message, Dr. Stieglitz walked you through the Merger and Acquisition agreement you will sign to memorialize the acquisition of your company by God and to become your new employment contract.

Much in the way you felt something different when you prayed to accept Christ into your heart as Lord and Savior, it would be expected that you would feel something different has happened in your life today because have gone to work for a new Boss who has acquired your place of business.

Tasks to Complete:

1. Sign the two contracts found in your packet.
2. Proudly display them somewhere marking the day you came to work on God's team.
3. When appropriate, when friends ask what's new in your life you tell them you have a new employer.

Orientation

As you think about attending your first day of work, think about how it will be different. Is there a dress code? Who are the others already on the new team? What is the culture like? How do people interact, behave and will they care for and respect each other differently than your current company? What will you need to do differently?

You can no longer just show up and live in the default mode - just dealing with what comes your way. Your new Boss requires you work toward a daily purpose. He asks that you work on the top 3-4 most important things every day and that you check in with Him to determine what those are.

Your new Boss asks that you start your day by reporting to Him right when you wake up (His day starts early with everyone on His team - He asks that He is the first call you make...perhaps even before you get out of bed. And as you know...your new Boss is God.

There is an Employee Manual that comes with your position. It's the Bible. Unlike most Employee Manuals that sit in a file or bottom drawer, your new Boss asks that you keep it close by as you will need to refer to it multiple times throughout your day. In fact, when you first check in each morning, the Boss asks that you initiate the call, saying something like, "Good Morning God. Joe here reporting for duty and at Your service." Then start reading the memo he

sent you for that day (that's where you left off the last time you were reading His memos to you, memos from the Bible). Read until you glean the most important thing the Boss is trying to tell you that day. It will jump off the page. Then you can go through the routine of getting ready for your day as you did before the merger.

Before you start reading God's memo to you, ask Him to reveal to you the 3-4 most important things for you to accomplish that day and reveal to you the most important part of the memo for you to remember or apply that day. As you are reading the memo, take written notes on whatever comes into your mind about your day or what you are reading.

If you've gotten to the point that some point jumps off the page at you but you haven't heard anything about what you're supposed to do that day, then stop reading the memo and get ready for your day. We will instruct you on what to do in the section coming up on PRIORITIES.

Reporting for Work -

The majority of time, you will report for work where you reported prior to the merger. However be prepared for the Boss to send you on errands or field trips for Him. It's common that when you are reading the morning memo, God will tell you to do something different that day other than going to the office or perhaps tell you to start your day differently at your company.

When you report to work at your office, you are still responsible for everything you were in charge of before the merger. The difference is now you need to check in with the Boss before your day starts to receive any special instructions or tasks to accomplish and at the end of the day to see how the Boss liked your work.

There is a dress code in the new organization. Your overall appearance must be one that would naturally cause people to respect you and the authority that's been given to you.

Remember, you have direct access to the Boss all day, every day. It's like a hotline you can initiate by just saying His name in your head (like saying "Hey Siri" or "Alexa") and He will instantly pick up. There will never be a busy signal. He expects that you will be checking in with Him throughout your day as you come across situations where you would like Him to weigh in...this could be almost all situations and He will never get tired or angry with you for checking in and asking for answers or help with problems.

Tasks to Complete:

1. At the first conscious moment of your day, call the Boss and let Him know you are reporting for duty.
2. Next, before you do anything else, read your memo from God for that day. You will find it right after the place you last stopped reading His memo to you. The memo is The Bible. Read until something jumps off the page.
3. Take notes while you're reading the memo of any thoughts that come to your mind. Check them later to confirm if those thoughts were from God.

4. Ask God to reveal to you the most important part of today's memo and to give you a list of what He wants you to accomplish that day in the place He's put you. Don't forget, He likely put you in each of the meetings on your calendar that day (in the future, we will show you how to determine what goes on your calendar).
5. Remember the dress code for the new company – something that would cause the people around you to respect you and your position.
6. Check in with the Boss throughout the day – you can't wear Him out and He will respond to every situation you bring to Him.

Code of Ethics

There is a code of ethics in God's organization and He expects you to follow it explicitly. There are 10 rules in the code as follows:

1. Priorities and prioritizing -
 - a. Making good decisions according to relative value.
 - b. Don't put something of a lesser value ahead of something with a higher value.
2. Accurate Representations -
 - a. Look at the whole, not a fraction of the whole.
 - b. Be 100% accurate – not 99%.
3. Integrity -
 - a. Do what is right and truthful.
 - b. Remember civility.
4. Balance -
 - a. Balance your time wisely.
 - b. Don't focus all your attention on one garden.
5. Leadership/Teamwork -
 - a. Put other's success ahead of your own egos and desires.
 - b. Add value to every situation.
6. Respect -
 - a. Recognize the value of others
 - b. Find ways to demonstrate that value.
7. Self-Control -
 - a. Use your mind and body appropriately.
 - b. Don't make one bad decision that could wreck the rest of your life.
8. Prosperity -
 - a. Strive to gain on your own.
 - b. Don't get ahead at the expense of others.
9. Honesty -
 - a. Be 100% honest, not 99% honest.
 - b. Telling the truth with the intent to deceive is a lie.
10. Contentment -
 - a. Understand your limitations.
 - b. Learn to enjoy your strengths, positions, possessions and opportunities.

The Boss expects we will lead ourselves and others according to these 10 rules. Keep in mind everyone wants rules in the workplace. It's the third most important thing to people in the workplace. The Boss recommends keeping the 10 rules close by where you can always see them and work them into how you lead on a regular, at least weekly, basis.

Along with these code of ethics, there are guidelines on how we treat people in our lives. The world expects that how you behave in the workplace is an extension or reflection of the person at the top. How you behave will be considered how the Boss behaves. Whatever decisions you make, on every subject, will be considered a reflection of what your organization supports and wants to further.

It's imperative that you do your best to make decisions and treat all people in accordance with the Employee Manual. All people includes your customers, vendors, employees, family and anyone you meet...it's everyone. If you need the quick reference in the Employee Manual for how you are expected to treat people, you will find it in Matthew 22:37-39. It explains crystal clearly how the Boss wants us to treat Him and how He wants us to treat literally everyone we come in contact with.

Because we are called to treat EVERYONE according to this Code of Ethics and Matthew 22:37-39, you'll need to remember you are now a representative of this new company 24 hours a day, 7 days a week, 365 days a year. Someone is always watching you and your behavior. Just as professional athletes are viewed as representatives of the organization they play for, you are a representative now for God's team. Whether in public or private, remember the dress code, the Code of Ethics and Mt. 22:37-39. One last thing, you can always ask the Boss to help you remember and apply these rules wherever you go and with whomever you meet...He loves to help in this way.

Tasks to Complete:

1. Keep a copy of the organization's code of ethics or 10 principles close at hand. It's okay to spend as much time of your day reflecting on them and meditating on them as you want (you can't spend too much time on them).
2. Check in at the end of each day and ask the Boss if you violated any of the code of ethics that day. He will know if you did, even if you didn't tell Him. If you did violate one or more, ask the Boss to forgive you, which He instantly will, and ask Him to help you get better at adhering to the 10 and especially the one you violated.
3. Make people around you aware that you've adopted a new code of ethics and give them permission to bring it to your attention if it appears you've violated one of them.
4. Put a reminder in place (post-it note, on your phone, handwritten note) of Matthew 22:37-39. Remind yourself daily that this is the company's highest priority. Your annual evaluation and employee review will largely be based on how well you demonstrated the 10 principles and Matthew 22:37-39.
5. You now are a key representative for this new organization. Do your best to represent the Boss according the Employee Manual 24/7/365.

Priorities

Everyday the Boss asks that you check in with Him, first thing in the morning, to receive your orders for the day. He will make them clear to you. You can ask Him to put them in priority order and to weight them – and He will. He prefers that you do this 7 days a week. This can be fun because on certain days He’s going to give you a list of things that will be really fun and not work related.

To get this list, either before you read the daily memo or right after, ask the Boss to convey to you the 3-4 most important things He wants you to accomplish that day. Tell Him that if He gives you a list, you’ll do the best that you can to accomplish the list that day. If you feel that you’re not hearing a list, continue to work on the list from the day before.

At the end of the day, the Boss wants you to check in with Him and tell Him how you did on the list. He will already know, but He wants to hear from you, in a self-assessed way, how you think you did on the list. You’ll find this is a fun conversation and the Boss will become your greatest encourager and provide amazing support in areas you need help.

It’s very likely the list you receive each day will coincide with what God has called you to accomplish through the position He’s placed you in (more on that in the next section).

Top 3 most important things every day

1. Starting your day/ending your day – check in with the Boss
2. Understanding goals for your position and division
3. Highest priority daily activities

Homework –

1. Bible by your bed – read it first (before email)/read it last
2. Make list of what God might be wanting to achieve
3. Each day ask the Boss for your Top 3

Your Goal

God has called you onto His team to accomplish something significant for His kingdom. Here are a few hints about it:

1. It won’t be difficult for you – in fact it will seem effortless
2. It will be in line with what you’ve already done for years
3. It will include all the tools/gifts God has given you
4. You’ll be energized by it and excited about it
5. You’ll get lots of affirmation supporting what you’re supposed to accomplish

Over the course of this next 30 days, as you are deploying the modules for this month, be praying that God would give you a glimpse of what He would like you to accomplish. Don’t think too small on this – God’s vision for greatness is so much bigger and broader than ours. As new thoughts come to you about this through the month, write them down and share them with your Facilitator and others in your Intensive group.

Tasks to Complete:

1. Pray that God begins to reveal to you what big thing He wants you to accomplish through the position He's place you
2. Write down every thought that comes to you about what God may be calling you to accomplish
3. Share with your Intensive group and Facilitator what you write on your list

Assessing your Team

God hasn't recruited you onto His team to accomplish something big on your own. He's put a team of people around you to help you accomplish the mission. Perhaps you aren't aware of the team so it's time you identified them.

Your team will consist of two groups of people:

1. Believers close to you, many in the workplace, that will help you achieve your mission, vision and calling as soon as you make them aware of it.
2. People who are not yet believers, but through the process of working with you will either become believers or allow you to plant a lot of seeds and water those seeds.

There will also be some people placed around you to disrupt you, your team and your mission. These are people who are either agents of Satan who delight in doing evil or they just don't belong on your team because they don't share your mission, vision and calling. In both cases, you need to release them to play on a competitor's team.

Tasks to Complete:

1. Assess your team. Find out who the believers are on your team (they have already accepted Christ as Lord and Savior). You can easily discover this by asking them what they typically do on the weekends. What do they do when they're not at work? Anyone who goes to church will tell you it's part of their weekend. You can also ask them what weekends were like when they were kids. What did they like and dislike that their parents made them do on weekends? You'll be able to find people who went to church in their youth but may have stopped. It's then fair game to ask them why they stopped.
Note: A side benefit to this question is you will learn more about your team. This becomes important in building a relationship with everyone on your team.
2. Determine if you have any disruptors...people put in your midst to get you off task and off mission. They are the wolves in sheep's clothing (Matthew 7:15). The Boss will help you ferret these out and help you eradicate them.
3. Make a list of the believers, those not yet believers but are supposed to be on your team and the list of disruptors. Make it part of your daily conversation with the Boss (also called prayers) to ask Him to help identify which category everyone around you fits in and what you are to do with the disruptors.

What does God want you to do in His Company?

We hope that there are new understandings of God's values, God's boundaries and God's priorities. It is possible to be a little overwhelmed with all the new information, so I wanted to clarify what God is really after by partnering with you.

His goal is to increase the amount of love in your life. He wants you to love Him and to love those around you in deeper, fuller, more practical ways as this merger goes forward. Jesus said that the two most important commandments were to love God with all your heart, soul, mind and strength and to love your neighbor as yourself. This means God wants you to love Him and your spouse, your family, your customers, your vendors, your community more.

It is important that we define what God means by love. It is not a feeling towards someone. It is meeting needs (John 3:16), pursuing them (1 Cor 14:1) and pleasing them (1 Thess 4:1-3). This means that if your spouse has a need that you can meet then you have loved him or her by meeting that need. Your company has been profitable because of your ability to meet the needs of your customers, in other words your ability to love. God wants to increase your profitability in each of your relationships. That means that He must have you be alert to the needs of people. The more that you cooperate with God the more alert you will be to the real needs of the people around you. It also means that He must show you how to pursue people which is often through getting to know them and listening to them. This usually means deeper friendships and more helpful relationships. It also means that He will point out ways that you can please the people in your life. This may mean a special gift, a phone call, time spent with them, a note of appreciation.

God's desire is that your life would grow more and more in all knowledge and real discernment (Phil 1:9,10). For when you become alert to the needs of people, pursue the right people and please the key people in your life, your life rockets forward on so many levels. God is not asking you to create a feeling before you meet the needs of people or pursue them or please them. He is asking to partner with you to produce more of this amazing commodity called love in your world - meeting needs, pursuing and pleasing. This will make you successful at whole new levels.

Tasks to Complete:

1. Ask God how to better pursue, please and meet the needs of the people He's placed around you.

Stewardship

Stewardship defined:

- The careful and responsible management of something entrusted to one's care. ¹
- The act or activity of looking after and making decisions about something... the duty or function of watching or guarding for the sake of proper direction or control ²

Stewardship is a different way to look at your role as a spouse, parent, or leader. It suggests a caring, yet responsible, approach to accountability of people and things that have been entrusted to you.

Think about other examples of stewardship we hear around us? Environment, money, natural resources, cultivating your garden—thinning and pruning, antibiotic stewardship, responsible leadership: building design—using less energy, family business, organizational.

Whatever we have been given stewardship of, there is accountability. What will you do with what has been entrusted to you? God has given us the capacity to love. How will we love others: spouse, family, friends, employees, etc.?

Luke 12:48, “Everyone to whom much was given, of him much will be required, and from him to whom they entrusted much, they will demand the more.”

As people to whom much has been entrusted, we must be diligent in caring for what God has graciously put under our control, because someday we will have to report on how we cared for it.

There's a relationship between love and stewardship. God has entrusted us with people in our lives that we are to both love and carefully look after.

Tasks to Complete:

1. Make a list of the people God has entrusted you to look after.
2. Make a list of the other things God has entrusted you with to carefully manage.
3. Ask God how you need to care for these things He's entrusted you with any differently now that you are working directly for Him.

The Bigger Pile Theory

God has given you gifts that have made you successful. As you get better and better at understanding and utilizing your gifts, those gifts build up into a pile of experiences, expertise and successes. For example, let's say you have a gift of administration. Administration comes very easily for you. As you deploy that gift you build up more and more expertise and available influence with that gift.

¹ <http://www.merriam-webster.com/dictionary/stewardship>

² <http://www.merriam-webster.com/thesaurus/stewardship>

If someone were to follow you around for some period of time, they would begin to recognize your administrative gifts and the pile you've built up of experience, expertise and your track record of success.

One of the ways we can love people is to give them part of our gifts. Give them out of our pile of excess expertise and experience in order to help them. The same is true for us. God puts people around us He wants us to spend time with in order to get some of their pile. The people God puts in our midst that need some of our pile are usually lacking in that area and vice versa.

Tasks to Complete:

1. Do an assessment and determine what gifts God has given you in which you have excelled.
 - a. Ask people around you, including your spouse, what you are good at. It shouldn't come as a surprise.
 - b. Make a list of the things you are good at and you enjoy doing. What comes to you effortlessly. What can you do all day long and not get emotionally tired.
2. Start to recognize the people God has placed around you and determine their gifts. God has placed some of those people around you because you need some of their "pile."
3. Begin to ask God who you are to give some of your pile to. You will need discernment over this question because the enemy will put people around you to use up all of that pile - to overwork you for the wrong reasons using your gifts. These are people that will suck the energy out of you even though you are using your gifts.
4. Tell the other members of your Intensive group the make-up of your "pile."

Final Thoughts

You've signed a contract in which you've accepted a new Chairman and CEO of your organization. His name is God. You now report to Him. There's a Code of Ethics and the new Chairman has imposed rules on how we treat EVERYONE around us (Matthew 22:39). Your new Boss expects you to carry yourself differently now that you are a representative of His team. He expects you to follow the Employee Manual and especially the Code of Ethics to the absolute best of your ability. He's put a team around you to help you accomplish the mission and vision He's already given you or will give you soon.

Your new CEO/Chairman brings unlimited resources for you to accomplish His mission and vision. You have access to them. There are a few strict rules He wants you to follow, from day one, now that you're on His team:

1. Review the terms and conditions of the contracts regularly (minimum weekly)
2. Check in with Him twice a day, first thing in the morning and at the end of your day.
 - a. He will send you a memo everyday - it's part of the Employee Manual (the Bible)
 - b. Read the memos until you glean what the Boss wants you to glean that day

3. Determine the 3-4 most important things the Boss wants you to accomplish everyday.
 - a. Report back at the end of each day what you accomplished
4. Keep at the forefront of your mind the primary objective of the Boss
 - a. Put the needs of others ahead of your own



MERGER AND ACQUISITION CONTRACT (LORD)

I, _____ agree to allow God to be the true boss of My life
(all nine relationships, including your business).

- He will resource me. Psalm 23: 1,2
- He will guide and direct me in His way of love and righteousness. John 16:7-15
- He will empower me to live a life I could not live on my own. John 10:10; John 15:1-11
- He will communicate with me through the Spiritual Exercises James 4:7-10; 1 Pet 5:6-10
- God is ultimately in charge, but He has left me in charge of running the day to day with His guidance. Phil 2:12-15;
- He will check in with me on how to run His business, hire and develop the employees, handle the profits, products to develop, supply chain righteousness, handling finances, etc. Matt 25:14-30; Eph 6:5-9
- He will check in with me about how to treat my spouse and my kids for maximum relational impact Eph 5:21-6:4
- He will check in with me about how to handle the finances He sends Pro 6:1-11; 27:23-27; 1 Tim 6:6-11; 17-19
- He will check in with me regarding the level of His connection with me and His priority in my life. Matt 6:24-33
- He will check in with me about church and the friends I develop and maintain. Acts 2:42-44; Eph 3:10-20; 4:11-16; 1 Tim 3:
- He will check in with me about the righteousness I do in society and the world Matt 5:13-15
- He will check in with me about my spiritual, mental, emotional, physical health Gal 5:16-23; 1 Tim 4:8-16

Signature _____



LIFE INSURANCE CONTRACT (SAVIOR)

I, _____ agree to believe in and trust Jesus as my only hope of heaven.
Not my good works or anything else.

- Jesus is My Savior. I identify as a Christian, a believer in Christ as God. Rom 10:9-10
- He pays for my sins through His life, death and resurrection John 1:29
- He wipes out my debts to God and others Col 2:14
- He becomes my defense attorney against the devil's accusations 1 John 2:1-2
- He empowers me to live a life of love and righteousness Gal 5:16-18
- He empowers me to resist temptations Rom 6:11-14
- He gives me access to all of His blessings as His child Eph 1:3
- He saves my soul in this life and the next one. Col 3:1-12
- He is my answer to the question of why should we let you into heaven, "Jesus, died for me!!!" Rev 5:12; 12:11; 21:6-8
- He is for me not against me. Rom 8:31-35
- I trade Him all my sin, mistakes, destructive things and He gives me His perfection as His covering. 2 Cor 5:17-21

Signature _____

