

How to break up the glass ceiling in a complex corporate setting

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Morning Devotion

Recently about 25 business people spent 2 days with a hero of the faith in business, Stanley Tam. In his nineties and still actively serving our Lord and His people, Stanley has been used mightily by God. He has an intimate relationship with Jesus developed over a lifetime, built a \$40million/year industry-leading company, AND did business-as-ministry: thousands have made salvation decisions based on their interaction with the company, and over \$100 million has been invested in God's Kingdom from profits. Who can know how much eternal fruit those Kingdom investment produced?

If one similar things could be said about you, what would that mean to you? How would that feel?

One entrepreneur thought: "How could a man of such average abilities, intellect and upbringing, be used so mightily by God?" He then felt impressed by the Holy Spirit with an answer-Five words, SALTO.

Surrender, Ask, Listen, Trust, Obey. Those words summarizes many successful businessmen's life explained both humility and significance. Let us explore them..

Surrender: Surrender is the path to victory. Surrender your will and desires daily and become available for God. Stanley surrender his ownership of his business by putting it in a foundation so all profits would go to God's work.

Ask: Stanley reported spending an hour a day in prayer and scriptures reading ...for last fifty years! He brought his needs to God and asked God what he wanted him to do. Stanley asked earnestly for salvation for the souls of the company and the world. He pray boldly.

Listen: Those businessmen were impressed by the amount of time Stanley spent being still and listening. Stanley expected God to respond, through the Word or an impression. And God Did! Obviously, not always that moment, but as Stanley diligently sought to hear God's still small voice, God communicated with him.

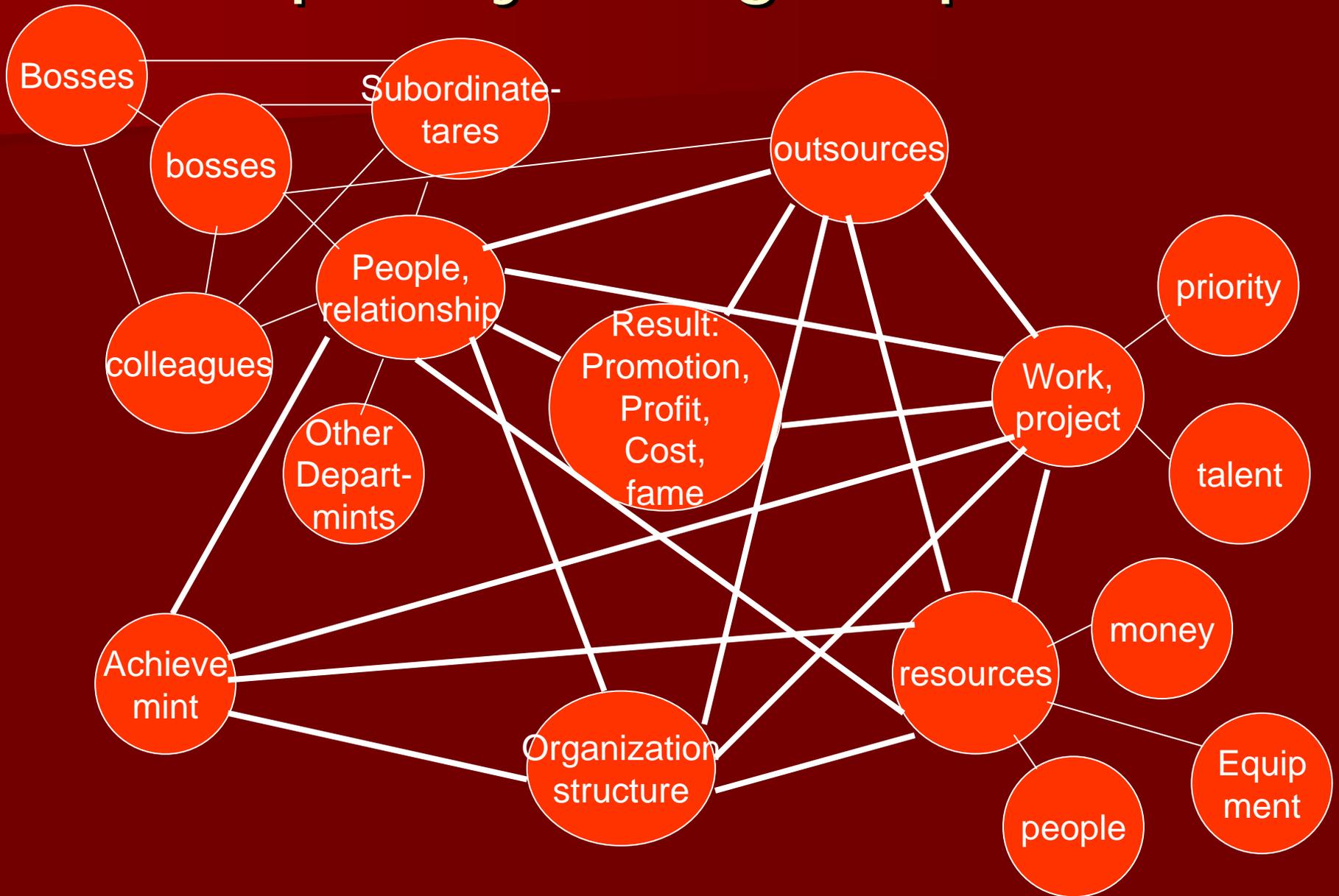
Trust: After sensing God's leading in a specific area. Stanley did something many of us have a challenge with. He believed God wholeheartedly! He chose to trust God for things which seemed impossible, or perhaps didn't make sense from the world's perspective. And God always proved Himself faithful!

Obey: Stanley stepped up in faith and obeyed God. He had an obvious intimacy with Jesus and seemed to understand Jesus' words in John 14:21" whoever has my commands and obeys them, he is the one who loves me. He who loves me will be loved by my Father, and I too will love him and show myself to him."

Jesus describes his disciples as the salt
o' the earth (Matthew 5:13).

As you plan and start you new year,
are you willing to embrace SALTO?

Complexity of Big Corporation



Most corporate setting is

- 1, complicated
- 2, political
- 3, changeable
- 4, non-humanistic
- 5, not completely rational
- 6, cutting throat
- 7, competitive
- 8, egotistic
- 9, selfish

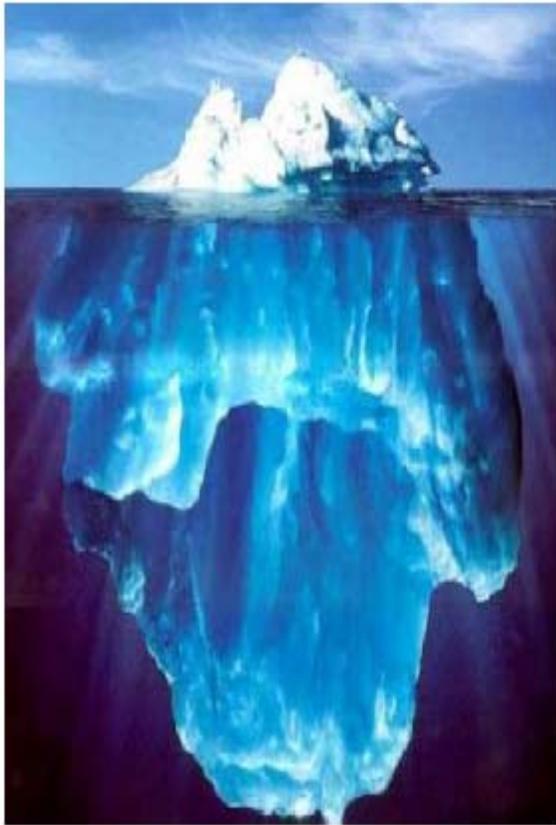
Weakness and Strength of most Chinese professional

- 1, strong in science but weak in social skill
- 2, strong in insisting but weak in compromising
- 3, strong in IQ but weak in EQ
- 4, focus on themselves (selfish, egotistic) but less on others
- 5, strong in finish work but less weak on communication (persuasive, influential)
- 6, strong in technology but weak on HR, marketing and financial

Strategy is..

- 1, Focus on our specialized field but quickly improve our managerial skill
- 2, Determine it is the right company or department to work for

Important Managerial Character



技
知
社
自
个
动

- 1, be proactive
- 2, humanity
- 3, accountable
- 4, win-win
- 5, passion to win
- 6, continue to learn
- 7, courage, resilience
- 8, self awareness
- 9, sensitive
- 10, self-discipline

遮掩自己罪过的，必不亨通
承认离弃罪过的，比蒙怜恤 箴言28：13

监督既是神的管家，必须无可指责，不任性，不暴躁，不因酒酒滋事，不打人，不贪无义之财，乐意接待远人，好善，庄重，公平，圣洁，自持。
提多1：9

不叫我们遇见试探。救我们脱离凶恶
太6：13

你当刚强，不要惧怕，也不要惊慌，因为你无论往哪里去，耶和华你的神笔与你同在
书1：9

Important managerial Skill

1, communication skill

listening, persuasive, articulate

2, negotiation skill

3, people skill

observing, leveraging, organizing

4, strategizing skill

5, Planning ability

6, execution ability

7, motivation skill

8, leading team skill

小时候把English

读为“应給利息”的同学当了行长；

读为“阴沟裡洗”的成了小菜販子；

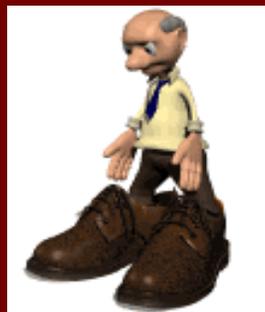
读为“因果联系”的成了哲学家；

读为“硬改历史”的成了政治家；

读为“英国里去”的成了海外华侨；

而我 不小心读成了“应该累死”

結果成了公司职员.....



圣经的教导

“耶和华我的神啊,如今你使仆人接续我父亲大为做王,但我是幼童,不知道应当怎样出入.仆人住在你所拣选的民中,这民多不可胜数.所以求你赐我智慧,可以判断你的民,能辨别是非.不然,谁能判断这众多的民“

王上3: 7-9

And now, O Lord my God, you have made your servant king in place of my father David, although I am only a little child; I do not know how to go out or come in. And your servant is in the midst of the people whom you chosen, a great people, so numerous they cannot be numbered or counted. Give your servant therefore an understanding mind to govern you people, able to discern between good and evil; for who can govern this your great people?”
1 King 3: 7-9

**What is the difference
between playing politics
and building healthy
relationship?**

Some take pride in Chariots, and some
in horses,
but our pride is in the name of the Lord
our God Psalms 20:7

有人靠车,有人靠马.但我们是靠耶和华
的名

诗篇20:7

Building Necessary
Character First

你要保守你的心,胜过一切,因为一生的果效,
使有心发出. 箴言4:23

Keep your heart with all vigilance, for from it
flow the spring of life. Proverb 4:23

因为智慧比珍珠更美,一切可喜爱,都不足以比
较 箴言8:11

For wisdom is better than jewels; and all
that you may desire cannot compare with
her.

Proverb 8:11

Watch your thoughts

注意你的思想

;
they become words
它会成为你的言语

Watch your words

注意你的言语

;
they become actions
它会成为行动

Watch your actions

注意你的行动



;
they become habits
它会成为习惯

Watch your habits

注意你的习惯

;
they become character
它会成为你的个性

Watch your Character

注意你的个性

;
it become your destiny
它决定你的命运

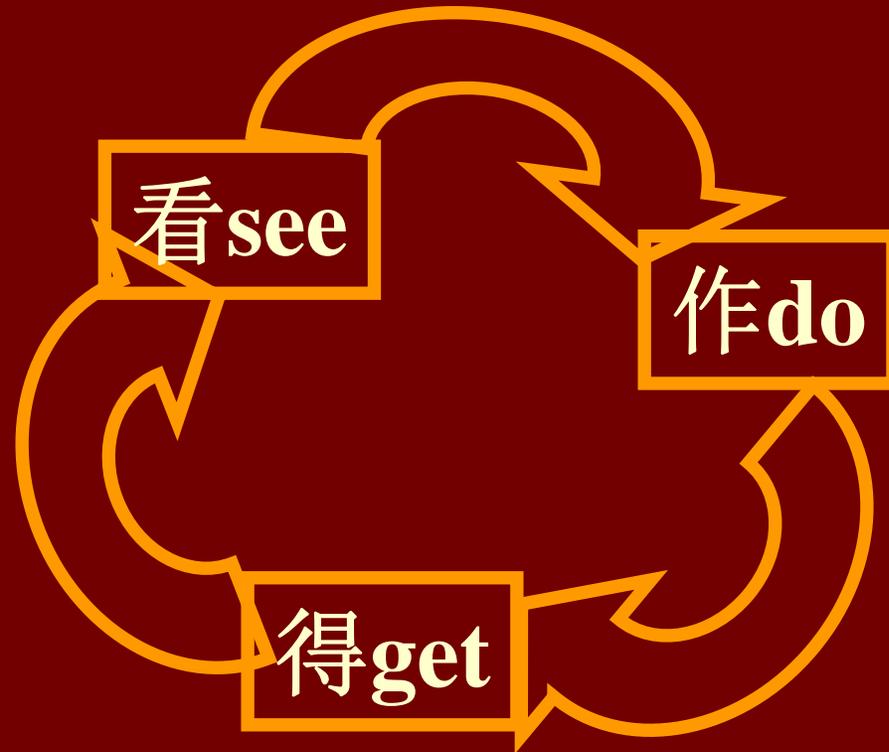
一个孩子看到一枚闪亮的硬币躺在路边,他把硬币拾起来,紧紧握在手里,心里充满自豪和兴奋:“这枚硬币是我的了!而我什么代价也不用付出!”

从此,这孩子无论走到哪里,总是喜欢低着头,眼睛盯着地面。希望发现更多的珍宝。功夫不负有心人,一生中他捡到了302枚一分硬币,24枚5分硬币,41枚一角硬币,8枚2角5分硬币,3枚5角硬币和一张破损的一元纸币—总计12元8角2分。

捡到这些钱,虽然他什么代价也没付出,但他为此却错过了许多人间美景:35127次壮丽的日落美景,327次绚丽的彩虹;上百片在秋风中的红枫叶,上百个在草地上蹒跚学步的儿童;在碧蓝的天空飘浮的白云....

太多的人和这个无知的孩子一样,被束缚在自己的习惯之中。为了几个铜板,错过了无数更有价值的珍宝。

不同的思维, 得到完全不同的结果



你认为哪些是
重要的思维？

Be Proactive

积极主动的思维

What is your definition of
“Be Proactive”?

四种类别的人

There are four types of people

1, 是促使事情发生

Those who make things happen

2, 是观望事情发生

Those who watch things happen

3, 是惊讶发生的事

Those who wonder things happen

4, 是对已发生的事漠然无知

and the rest don't know what happen

高效成功的经理人士

- ❖ 当别人还没想到时，你已经想到了；
- ❖ 当别人已经想到时，你已经在做；
- ❖ 当别人在做时，你已经做得不错；
- ❖ 当别人做得不错时，你已做到最好；
- ❖ 当别人做得跟你一样好时，你已换跑道在做。



积极主动的人在工作场合

- 1, 不会等待, 采取行动
- 2, 集中精力, 在可控中
- 3, 总是看到云彩邊銀线
- 4, 注意力在自己拥有的
- 5, 正面, 乐观, 积极
- 6, 总在失败中学习
- 7, 勇于面对困境
- 8, 解决问题的根本
- 9,

积极主动的员工是不会满足于现状的！

A proactive individual will never content with present.





永遠要記住，在某個高度之上，就沒有風雨雲層。如果你生命中的雲層遮蔽了陽光，那是因為你的心靈飛得還不夠高。大多數人所犯的錯誤是去抗拒問題，他們努力試圖消滅雲層。正確的做法是發現使你上升到雲層之上的途徑，那裡的天空永遠是碧藍的。

Always remember there will be no rain and wind at certain height. If clouds block the sunshine of your life, it is because your heart is not flying high enough. Most people tries so hard to remove the clouds, instead of elevating yourself to the height above the clouds.

什么是愚蠢？



就是重复地用同一种方法
想得到不同的结果

Don't make excuses for failure

look for reasons for success

不要为失败找借口

为成功找理由

愿意承担责任 Accept Responsibility

当我们责怪或控诉别人时，我们是反映型的。我们把焦距放在别人的弱点上，并且我们因别人令人困恼的行为而使自己情绪化，结果我们失去了为了达到最好结果而需要思想及行为的能力。相反地说藉主动积极，我们不会让别人的弱点来驱使我们做各种决定，而我们是按自己价值、远见及目标来作选择。

When we blame and accuse others, we are reactive. We focus on the weakness of other people and get so involved in their disturbing behaviors that we forfeit our power to think, feel, and act in our best interest. On the other hand, by exercising proactively, we don't let others' weakness drive our decisions. In spite of others' actions and dispositions, we make choices according to our values, purposes and vision.

Smart People

作对的事情，不是只把事情做对

Do the right thing,

not just do thing right

要建立一个互赖及互信的团队是
必需要确定所有的团员都是可信赖
的。这是要有极大的沟通、公开、
相同的目标及相互的理解。

Communication Principle

Talk to God before talking
to the person

如何在神家中恢复重建关系的七步骤

Seven steps to restore relationship in Biblical Teaching

- 1, 在与人沟通之前, 先与神沟通
- 2, 总是先采取行动与弟兄姐妹恢复重建关系, 不要等对方 (太5: 23-24)
- 3, 同情他人的感受
- 4, 先承认自己的错
- 5, 解决问题, 不要攻击人 (attack problem, not person) (箴言15: 1回答柔和, 使怒消退。言语暴戾, 触动怒气)
- 6, 尽量合作
- 7, 允许接受我们都有差异性

How can be a high
performance Manager?

Clear goal of an effective person

Goal setting

Begin with ending in mind

- specific goal
- develop plan
- consider what obstacles
- review the result

Become a Shinning Star

- 1, Building healthy triangle relationship
- 2, Deliver better results
- 3, Be proactive-Take full responsibility
 - Always take the imitative
 - Keep promise
 - disciplinship
- 4, strong people relationship
 - Cooperate as much as possible
 - communication skill
 - Consistency (predicable)
 - Empathetic-- Win-Win
 - Attack problem, not people
 - motivate self and others
- 5, Become an influential center
- 6, Make changes-- innovative idea
- 7, fast learner, continuous improvement
- 8, Team Player

Our weapon:

wisdom

From

God

courage

From

God