



IN THE MARKETPLACE
Christian Women

"Equipping Women to Run the Race"

Movers, Shakers And Culture Shapers

Small Group Study Guide
Volume 1



IN THE MARKETPLACE *Christian Women*

"Equipping Women to Run the Race"

Table of Contents

| | |
|---------------------------------|----|
| Strategies For Leaders..... | 1 |
| Leading Teams..... | 4 |
| Foundation of Trust..... | 7 |
| Resolving Conflict..... | 10 |
| The Leader as Communicator..... | 14 |
| Integrity First..... | 17 |
| Getting To Results..... | 20 |

STRATEGIES FOR LEADERS

Prayer

Dear Heavenly Father,

Thank You for positioning me where You have me. Thank You that because of You, I can make a difference. Help me to recognize opportunities to bring glory to You and point others to You. Teach me, dear God, how to be a better leader, to love people like You do. Give me Your wisdom and discernment, dear Lord, to be all that You created me to be.

In Jesus' name, Amen.

“Leaders are pioneers. They are people who venture into unexplored territory. They guide us to new and often unfamiliar destinations. People who take the lead are foot soldiers in the campaigns for change...the unique reason for having leaders – their differentiating function – is to move us forward. Leaders get us going someplace.”

James M. Kouzes and Barry Z. Posner

What defines a leader?

What differentiates a true leader from an individual who holds a position of leadership?

Opening Scripture

But He answered and said, "Every plant which My heavenly Father has not planted will be uprooted. Let them alone. They are blind leaders of the blind. And if the blind leads the blind, both will fall into a ditch."

Matthew 15:13-14 (NKJ)

What relevance does this scripture have in our work lives? _____

Scriptures for discussion

In each of these scriptures who among King Ahasuerus, Haman, Mordecai and Esther exhibit strategic leadership? In what ways?

| Scripture | King Ahasuerus | Mordecai | Esther | Haman |
|---------------------------|-----------------------|-----------------|---------------|--------------|
| Esther 1: 9-12, 15-21 | | | | |
| Esther 2:5-15, 20-22 | | | | |
| Esther 3:2-11 | | | | |
| Esther 4:1-4, 9-17 | | | | |
| Esther 5:1-4, 9, 13-14 | | | | |
| Esther 6:3, 6-10 | | | | |
| Esther 7: 1-6 | | | | |
| Esther 8: 1-8 | | | | |
| Esther 9:20-32 | | | | |

How does God intercede for his people?

Esther 6: 1-2 _____

Esther 10:3 _____

Additional Reference for Christian Leadership

1 Peter 5:2-3

Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly; nor as being lords over those entrusted to you, but being examples to the flock;

(NKJ)

1 Peter 5: 6-10

Therefore humble yourselves under the mighty hand of God, that He may exalt you in due time, casting all your care upon Him, for He cares for you. Be sober, be vigilant; because your adversary the devil walks about like a roaring lion, seeking whom he may devour. Resist him, steadfast in the faith, knowing that the same sufferings are experienced by your brotherhood in the world. But may the God of all grace, who called us to His eternal glory by Christ Jesus, after you have suffered a while, perfect, establish, strengthen, and settle you.

(NKJ)

LEADING TEAMS

Prayer

Dear Heavenly Father,

Thank You for positioning me where You have me. Thank You that because of You, I can make a difference. Help me to recognize opportunities to bring glory to You and point others to You. Teach me, dear God, how to be a better leader, to love people like You do. Give me Your wisdom and discernment, dear Lord, to be all that You created me to be.

In Jesus' name, Amen.

“A team is a small number of people with complementary skills who are committed to a common purpose, performance goals, and approach for which they hold themselves mutually accountable...we think of it less as a definition than an essential discipline that, if applied, will produce both teams and performance”

Jon R. Katzenback and Douglas K. Smith

What is the purpose of your organization, department or team? _____

Is there clarity of common or shared purpose among all members of your team?

What makes a team effective or successful? _____

Opening Scripture

“For as the body is one and has many members, but all the members of that one body, being many, are one body, so also is Christ. For by one Spirit we were all baptized into one body – whether Jews or Greeks, whether slaves or free – and have all been made to drink into one Spirit”

I Corinthians 12:12-13

Leading Teams

What relevance does this scripture have to leading teams? _____

Scriptures for discussion

I Corinthians 12:14-31

Paul wrote these words as instructions to the Corinthians, focused on providing solutions for various problems of the church in Corinth. How can we apply his message to developing and leading effective work teams? _____

Luke 9:1-2, 13-17

What examples does Jesus set for team leadership in these verses? _____

Joshua 6:1-21

What examples of teamwork and team leadership are evident? _____

Romans 8:28

What commitment do we have from God that should lead us to trust in following His example in everything we do? _____

Additional References for Christian Leadership

I Timothy 3:1-13

This is a faithful saying: If a man desires the position of a bishop, he desires a good work. A bishop then must be blameless, the husband of one wife, temperate, sober-minded, of good behavior, hospitable, able to teach; not given to wine, not violent, not greedy for money, but gentle, not quarrelsome, not covetous; one who rules his own house well, having his children in submission with all reverence (for if a man does not know how to rule his own house, how will he take care of the church of God?); not a novice, lest being puffed up with pride he fall into the same condemnation as the devil. More over he must have a good testimony among those who are outside, lest he fall into reproach and the snare of the devil. Likewise, deacons must be reverent, not double-tongued, not given to much wine, not greedy for money, holding the mystery of the faith with a pure conscience. But let these also first be tested; then let them serve as deacons, being found blameless.

FOUNDATION OF TRUST

Prayer

Dear Heavenly Father,

Thank You for positioning me where You have me. Thank You that because of You, I can make a difference. Help me to recognize opportunities to bring glory to You and point others to You. Teach me, dear God, how to be a better leader, to love people like You do. Give me Your wisdom and discernment, dear Lord, to be all that You created me to be.

In Jesus' name, Amen.

“While intimacy offers a rich sense of involvement, it also implies vulnerability... you will be mentally, emotionally, and socially ‘exposed.’ You will not be as free to sneak things by, to withhold information, to pretend you know something that you don’t...In intimate situations, you must be trustworthy, because you know that you are bound to your team in the long run by your shared purpose. The lack of trust pervasive in most organizations is not a cause of lack of intimacy, but a symptom of it.”¹

Peter Senge, et al

“Trust men and they will be true to you; treat them greatly and they will show themselves great.”

Ralph Waldo Emerson

Does your organization, work group or team operate from a foundation of trust? _____

What hinders or inhibits development of trust? _____

Opening Scripture

“The fear of man brings a snare, But whoever trusts in the Lord shall be safe.”

Proverbs 29:25

How can we find courage to trust others through the words of this scripture? _____

¹ Page 72, Peter Senge, Richard Ross, Bryan Smith, Charlotte Roberts, Art Kleiner, The Fifth Discipline Fieldbook, Currency Doubleday, 1994

Scriptures for discussion

Genesis 1:27

Hebrews 11:6

What insights about trust can we derive from these scriptures? _____

Exodus 18:14-26

Joshua 6: 5, 16-20

Joshua 7

Joshua 8:1

What lessons for creating a foundation of trust do we find here? _____

What do we learn about maintaining a foundation of trust? _____

Additional Reference for Maintaining a Foundation of Trust

Joshua 9:9-27

“So they said to him: ‘From a very far country your servants have come, because of the name of the Lord your God; for we have heard of His fame, and all that He did in Egypt...Therefore our elders and all the inhabitants of our country spoke to us, saying, Take provisions with you for the journey, and go to meet them, and say to them, ‘We are your servants; now, therefore, make a covenant with us.’ This bread of ours we took not for our provision from our houses on the day we departed to come to you. But now look, it is dry and moldy. And these wineskins which we filled were new, and see, they are torn; and these our garments and our sandals have become old because of the very long journey.’ Then the men of Israel took some of their provisions; but they did not ask counsel of the Lord. So Joshua made peace with them, and made a covenant with them to let them live; and the rulers of the congregation swore to them. And it happened at the end of three days, after they had made a covenant with them, that they heard that they were their neighbors who dwelt near them...But the children of Israel did not attack them, because the rulers of the congregation had sworn to them by the Lord God of Israel; now therefore, we may not touch them...And the rulers said to them, ‘Let them live, but let them be woodcutters and water carriers for all the congregation, as the rulers had promised them’...And that day Joshua made them woodcutters and water carriers for the congregation and for the altar of the Lord, in the place which He would choose, even to this day.”

RESOLVING CONFLICT

Prayer

Dear Heavenly Father,

Thank You for positioning me where You have me. Thank You that because of You, I can make a difference. Help me to recognize opportunities to bring glory to You and point others to You. Teach me, dear God, how to be a better leader, to love people like You do. Give me Your wisdom and discernment, dear Lord, to be all that You created me to be.

In Jesus' name, Amen.

"In most conflicts, one person can influence the outcomes. By modeling the right behaviors, engaging the other person, showing empathy and trust, one can often help the conflict reach a positive resolution."²

Glenn Hallam and Gina Rhodes Hallam

How do you deal with conflict or points of difference with others? _____

Can you recall a time when you were in conflict with someone? _____

How did you handle the situation? _____

What was the outcome? _____

Opening Scripture

"Beloved, do not avenge ourselves, but rather give place to wrath, for it is written, 'Vengeance is Mine, I will repay,'" says the Lord. Therefore, 'If your enemy is hungry, feed him; If he is thirsty, give him a drink; For in so doing you will heap coals of fire on his head.' Do not be overcome by evil, but overcome evil with good."

Romans 12:19-21

When in conflict, is your behavior constructive or destructive? _____

Do you evaluate and analyze before acting? _____

² Page 3, Glenn Hallam and Gina Rhodes Hallam, *The Conflict Lens Development and Technical Specifications*, Creative Metrics LLC, Colorado Springs, 2001.

Resolving Conflict

Do you alienate or affiliate? _____ Stand firm or compromise? _____

Control or comply? _____ Egoize or empathize? _____

Blame or own? _____ Emote or use self-restraint? _____

Scriptures for discussion

In each of the passages below, what did Joseph, his brothers and Jacob do that created or influenced conflict and/or constructive and destructive results?

Genesis 37:2-11, 18-36

Genesis 40: 14-16, 23

Genesis 41: 9-14

Genesis 41: 41, 46-48, 54-56

Genesis 42: 3, 6-25, 35

Genesis 43: 8-13, 16, 30-31

Genesis 45: 5-11

Resolving Conflict

How can we use the lessons that stem from these verses to help influence a positive outcome when conflicts arise? _____

Additional References for Resolving Conflict

2 Timothy 2:23-26

“And a servant of the Lord must not quarrel but be gentle to all, able to teach, patient, in humility correcting those who are in opposition, if God perhaps will grant them repentance, so that they may know the truth. And that they may come to their senses and escape the snare of the devil, having been taken captive by him to do his will.”

2 Timothy 3: 2-4, 14

“For men will be lovers of themselves, lovers of money, boasters, proud, blasphemers, disobedient to parents, unthankful, unholy, unloving, unforgiving, slanderers, without self control, brutal, despisers of good, traitors, headstrong, haughty, lovers of pleasure rather than lovers of God.”

“But you must continue in the things which you have learned and been assured of, knowing from whom you have learned them.”

James 1:19

“So then, my beloved brethren, let every man be swift to hear, slow to speak, slow to wrath;”

James 5: 9, 16

“Do not grumble against one another, brethren, lest you be condemned. Behold, the Judge is standing at the door!”

“Confess your trespasses to one another, and pray for one another, that you may be healed. “The effective, fervent prayer of a righteous man avails much.”

James 5: 19-20

“Brethren, if anyone among you wanders from the truth, and someone turns him back, let him know that he who turns a sinner from the error of his way ‘will save a soul from death and cover a multitude of sins.”

Galatians 6: 1, 5

“Brethren, if a man is overtaken in any trespass, you who are spiritual restore such a one in a spirit of gentleness, considering yourself lest you also be tempted.”

“For each one shall bear his own load.”

Hebrews 12: 14-15

“Pursue peace with all people, and holiness, without which no one will see the Lord; looking carefully lest anyone fall short of the grace of God, lest any root of bitterness springing up cause trouble, and by this many become defiled.”

Ephesians 6: 13-18

“Therefore take up the whole armor of God, that you may be able to withstand in the evil day, and having done all, to stand. Stand therefore, having girded your waist with truth, having put on the breastplate of righteousness, and having shod your feet with the preparation of the gospel of peace; above all, taking the shield of faith with which you will be able to quench all the fiery darts of the wicked one. And take the helmet of salvation, and the sword of the Spirit, which is the word of God.”

Matthew 7: 3-5

“And why do you look at the speck in your brother’s eye, but do not consider the plank in your own eye? Or how can you say to your brother, ‘Let me remove the speck from your eye’; and look, a plank is in your own eye? Hypocrite! First remove the plank from your own eye, and then you will see clearly to remove the speck from your brother’s eye.”

THE LEADER AS COMMUNICATOR

Prayer

Dear Heavenly Father,

Thank You for positioning me where You have me. Thank You that because of You, I can make a difference. Help me to recognize opportunities to bring glory to You and point others to You. Teach me, dear God, how to be a better leader, to love people like You do. Give me Your wisdom and discernment, dear Lord, to be all that You created me to be.

In Jesus' name, Amen.

“Above all, leadership entails nurturing and maintaining a workplace environment in which communication flows freely and quickly in all directions with minimal distortion or lag time.”³

Robert Mai and Alan Akerson

How does communication flow through your organization or field of influence? _____

Do you encourage others to participate in open and honest communication? _____

Do you attentively listen and consider the input of others? _____

Opening Scripture

“Then David consulted with the captains of thousands and hundreds and with every leader. And David said to all the assembly of Israel, ‘If it seems good to you, and if it is of the Lord our God, let us send out to our brethren everywhere who are left in all the land of Israel, and with them to the priests and Levites who are in their cities and their common-lands, that they may gather together to us, and let us bring the ark of our God back to us for we have not inquired at it since the days of Saul.’ Then all the assembly said that they would do so, for the thing was right in the eyes of all the people...So they carried the ark of God on a new cart from the house of Abinadab, and Uzza and Ahio drove the cart.”

I Chronicles 13: 1-4, 7

³ Page 10, Robert Mai and Alan Akerson; *The Leader as Communicator*

What are some key ingredients to nurturing and maintaining an environment for effective communication? _____

What are the benefits of effective communication? _____

Scriptures for discussion

Nehemiah 2: 1 – 10

How does this passage indicate use of effective or ineffective communication? _____

Nehemiah 2: 11-20

How does Nehemiah exhibit effective and appropriate use of communication? _____

Nehemiah 4:6

What indication do we have in this verse that Nehemiah was communicating effectively? _____

Nehemiah 4:14-16

What lesson about communication can we learn from this passage? _____

Nehemiah 4: 19-22

How does this passage indicate that trust has been established with the people? _____

Nehemiah 5: 1-13

Does Nehemiah maintain an environment for the open flow of communication? _____

Nehemiah 7: 1-3

How does this passage reveal Nehemiah's effectiveness as a communicator? _____

Additional References for Effective Communication

Revelation 2: 8-11 - Encouragement

“And to the angel of the church in Smyrna write, “These things says the First and the Last, who was dead, and came to life: I know your works, tribulation, and poverty (but you are rich); and I know the blasphemy of those who say they are Jews and are not, but are a synagogue of Satan. Do not fear any of those things which you are about to suffer. Indeed, the devil is about to throw some of you into prison, that you may be tested, and you will have tribulation ten days. Be faithful until death, and I will give you the crown of life. He who has an ear, let him hear what the Spirit says to the churches. He who overcomes shall not be hurt by the second death.”

Luke 10: 17-20 – Authority and Responsibility

Then the seventy returned with joy, saying, “Lord, even the demons are subject to us in Your name.” And He said to them, “I saw Satan fall like lightning from heaven. Behold, I give you the authority to trample on serpents and scorpions, and over all the power of the enemy, and nothing shall by any means hurt you. Nevertheless, do not rejoice in this, that the spirits are subject to you, but rather rejoice because your names are written in heaven.”

John 15: 4-8 – Instructing and Equipping

“Abide in Me, and I in you. As the branch cannot bear fruit of itself, unless it abides in the vine, neither can you, unless you abide in Me. I am the vine, you are the branches. He who abides in Me, and I in him, bears much fruit; for without Me you can do nothing. If anyone does not abide in Me, he is cast out as a branch and is withered; and they gather them and throw them into the fire, and they are burned. If you abide in Me, and My words abide in you, you will ask what you desire, and it shall be done for you. By this My Father is glorified that you bear much fruit; so you will be My disciples.”

Mark 6: 30-31 – Listening and Understanding

Then the apostles gathered to Jesus and told Him all things, both what they had done and what they had taught. And He said to them, “Come aside by yourselves to a deserted place and rest a while.” For there were many coming and going and they did not even have time to eat. So they departed to a deserted place in the boat by themselves.

Proverbs 12:15

The way of a fool is right in his own eyes, But he who heeds counsel is wise.

(Fools think they need no advice, but the wise listen to others.)

INTEGRITY FIRST

Prayer

Dear Heavenly Father,

Thank You for positioning me where You have me. Thank You that because of You, I can make a difference. Help me to recognize opportunities to bring glory to You and point others to You. Teach me, dear God, how to be a better leader, to love people like You do. Give me Your wisdom and discernment, dear Lord, to be all that You created me to be.

In Jesus' name, Amen.

“The essence of principle-centered living is making the commitment to listen to and live by conscience. Why? Because of all the factors that influence us in the moment of choice, this is the factor that will always point to true north. This is the one that unerringly leads to quality-of-life results.”⁴

Stephen R. Covey

Are there times when absolute honesty seems to not be an obvious and easy choice? _____

How do you handle situations where dealing honestly with a situation might seem risky or counterproductive to what you want to achieve? _____

Can you recall situations where people have “gone along” with slightly incorrect information because the “absolute truth” might have altered the end results or increased the likelihood of an undesired outcome? _____

Opening Scripture

“Remind them of these things, charging them before the Lord not to strive about words to no profit, to the ruin of the hearers. Be diligent to present yourself approved to God, a worker who does not need to be ashamed, rightly dividing the word of truth”

II Timothy 2: 14-15

⁴ page 170, *First Things First* by Stephen R. Covey

While most agree that honesty is important, absolute honesty tends to _____

Scriptures for discussion

Genesis 25: 21-28

How might Isaac's and Rebekah's tendencies toward their sons have set the tone for how they ultimately behaved? _____

Are there situations in your workplace or home where your preference for one individual over another might affect how they perform? _____

Genesis 25: 29-34

Jacob and Esau, in this passage, both exhibit _____ in their behavior, Esau for the immediate and Jacob for the long term. God had already said to Rebekah that Esau was to serve Jacob. How often do we show lack of faith in God's will and plan for our lives by taking actions that are _____.

Genesis 26: 7-16, 23-35

How does Jacob's behavior indicate Isaac's influence? _____

In spite of Isaac's deceitful patterns he enjoyed success. How can this be explained? _____

Genesis 27: 1-29, 30-46 and Genesis 28: 1-9

Rebekah operates behind the scene, controlling an outcome that has already been committed to her by God. How might the lives of the entire family have been enhanced if she had merely trusted that God would do as He had promised? _____

How might our lives, our families, or workplaces be enhanced if we would trust that God will do for us what he has promised? _____

Genesis 30: 33-43

Jacob suggests that his "righteousness will answer" for him, but attempts to control, with some degree of manipulation, the end results – again results that might have been anticipated, based upon God's promises to both Rebekah and to Jacob. How do Jacob's actions here reflect the influence of his parents and role models? Are there examples in your life where individuals or groups might have attempted to manipulate a situation to personal advantage? _____

Are there examples where the actions of others around you have influenced how you handle situations? _____

Additional References

Suggested additional readings about how Jacob grows as a child of God and as a leader and also about how the influence of Isaac and Rebekah continued to be passed down to his children

Genesis 32 - 37

Additional Reference on Integrity

Hosea 14:9

“Who is wise? Let him understand these things. Who is prudent? Let him know them. For the ways of the Lord are right; The righteous walk in them, But transgressors stumble in them.”

GETTING TO RESULTS

Prayer

Dear Heavenly Father,

Thank You for positioning me where You have me. Thank You that because of You, I can make a difference. Help me to recognize opportunities to bring glory to You and point others to You. Teach me, dear God, how to be a better leader, to love people like You do. Give me Your wisdom and discernment, dear Lord, to be all that You created me to be.

In Jesus' name, Amen.

"Your navigation as a leader depends on the following:

- 1. When you know where you are going, you gain conviction.***
- 2. When you have been there before, you gain credibility.***
- 3. When you can take someone with you, you gain connection"***

John Maxwell

Are you following a vision you believe in? _____

What have you done before that you use in your current situation ? _____

How do you use your experience to guide you? _____

What do you do to assure the success of others? _____

Opening Scripture

"So he answered and said to me: This is the word of the Lord to Zerrubbabel: "Not by might nor by power, but by My Spirit." says the Lord of hosts."

Zechariah 4:6

Scriptures for discussion

In the following passages from Ephesians, Paul provides powerful instructions for leading and achieving. What are the guidelines he provides in each of the following scriptures?

Ephesians 4: 1-4

Getting To Results

Are you following your calling? _____; working to build unity? _____

Ephesians 4: 6-9

What is the source of your strength? _____

Ephesians 4: 11-16

Ephesians 4: 25-32

Ephesians 5: 1-2, 6-7

Ephesians 5: 15-17

Ephesians 6: 5-9

Ephesians 6: 10-18

**As leaders, it is our responsibility to follow our _____; seek strength from _____;
equip others by c_____, u_____, and e_____;
not grieve the _____;
walk in _____, _____ and _____;
understand the _____ of the Lord; be able to come under _____ and to
wield _____ appropriately.**

What strategy does Paul recommend? _____

Additional Reference

Micah 6:8

“He has shown you, O man, what is good; and what does the Lord require of you but to do justly. To love mercy, and to walk humbly with your God?”