



Supervising in the Real World

Jeff Pittman, Ph.D.

Center for Student Development

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Management: The Business School Model

- Planning
- Organizing
- Delegating
- Controlling



Management: The Overlooked Element

- Communication



Biblical Management: Servant Leadership

- Matthew 20:26

Whoever wants to be great among you
must be your servant. (NIV)



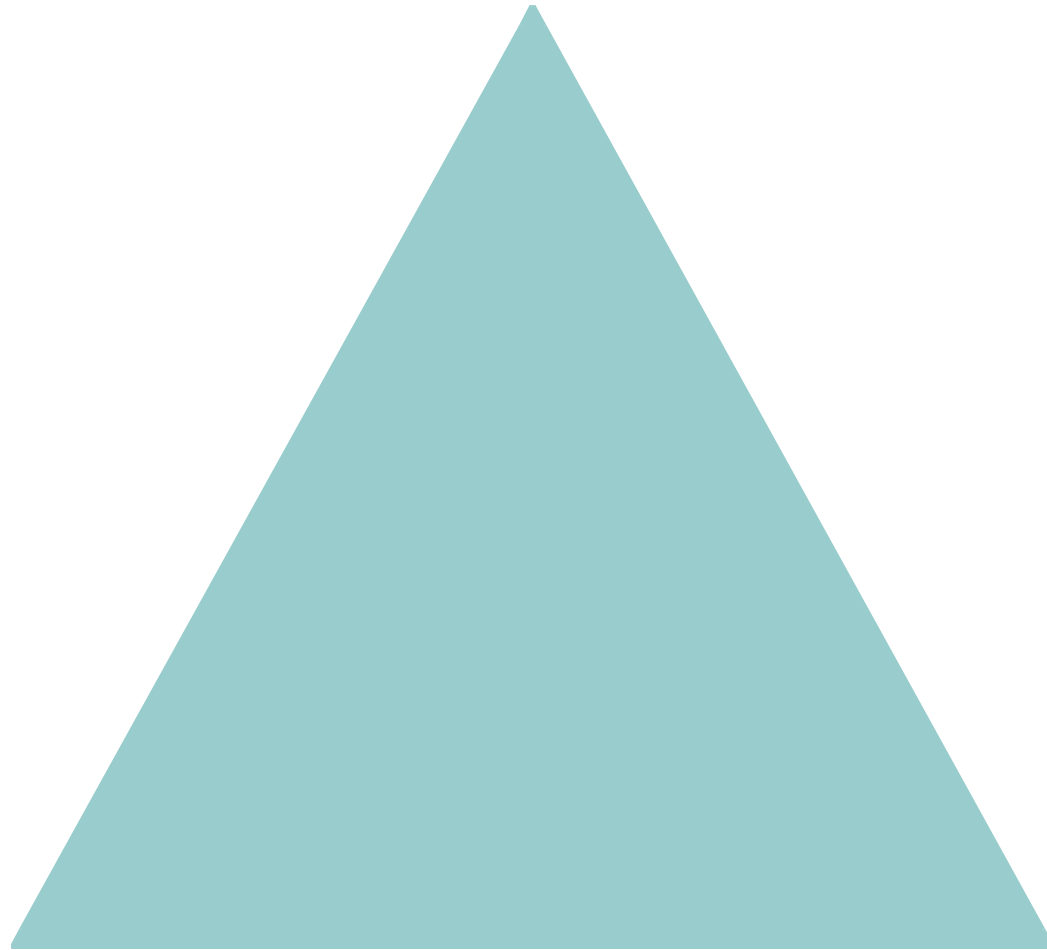
Biblical Management: Use Your Giftings and Skills

- 1 Peter 4:10

Use your skills to serve others. (NIV)



Traditional Organization Chart





The Real Organization Chart





Management's Challenge

Balancing the needs of the organization with
concern for individual employees



The Management Process

- 1) Hire carefully:
 - Understand key job skills
 - Establish accurate job description
- 2) Understand the mission of the:
 - Organization
 - Department
 - Specific jobs



The Management Process

- 3) Collaborative goal setting with established due dates
- 4) Communicate clearly and often:
 - Face to face
 - Email
 - Telephone
 - Memos and reports



The Management Process

5) Regularly:

- Review
- Adjust
- Adapt

as circumstances and the environment dictate.

The Management Process





The Supervisor

- Supervisor
- Co-worker
- Friend in Jesus



The Supervisor – Then and Now

- Then – Supervisor as the authority
- Now – Supervisor as coach and sometimes team leader



The Servant-Leader Supervisor

- 1) Authority
- 2) Accountability



Employee Motivation

The supervisor may help with employee motivation. However, employees ultimately determine their own level of motivation.



Dealing with Challenging Employees

Employees are individuals with unique skill sets
and personal issues

Depleted Dave: Employee Burn Out



Disgruntled Diane: Resistant to Collaborative Work



Out of His Element Ed: Wrong Skill Set for the Job





Employee Giftings and Skills

1 Corinthians 12:28

Now you are the body of Christ and each one of you is a part of it. God has appointed ... apostles, prophets, teachers, workers of miracles, those with gifts of healing, those able to help others, those with gifts of administration, and those speaking in different kinds of tongues. (NIV)



Employees in the Wrong Position

- 1) Help them to obtain the “right” position for them
- 2) Terminate them w/ ample notification -
(Fire them in love)



Pittman's Management Principles

- 1) Recognize and utilize employees' skills
- 2) Be aware of and support employees' personal goals and life aspirations
- 3) Manage Employees as Individuals
 - Equity – everyone is the same
 - Individual – everyone is different



Pittman's Management Principles

- 4) Encourage team work and employee collaboration
- 5) Communicate, communicate, communicate
- 6) Pray for wisdom, discernment, and a heart to serve
- 7) Ask for the Lord's grace daily

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