Supervising in the Real World

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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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Please give us your feedback.