

A Healthy Corporate Culture: How to Help Teams Serve With Enduring Joy Stan Haegert, MD

I. Return to Honest, Open, and Transparent Relationships with Others¹

A. First Step: Recognize the Body of Christ as an important conduit for grace – I Pet. 4:10 “Each one should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms.”²

B. Second Step: Connect with others at an emotional level. Break the code of silence.

II. Core Beliefs Essential to a Healthy Corporate Culture

A. Our people are our most important resource. Without them, we have no mission. They are not just tools to use until they wear out and need replacing. They are our brothers and sisters in Christ and as such are legitimate and necessary targets of our ministry.

1. The well-being of our people is so important that we must consciously and proactively devote resources to promoting it.
2. Mere “survival” of our fellow workers is not acceptable. We want them to *thrive*.

B. Spiritual, physical, emotional and mental well-being are interconnected and must *all* be actively pursued, not passively hoped for. Health does not just happen.

C. The Sabbath principle is an important Divine gift to mankind that must not be neglected.

1. We are depicted scripturally as *servants* of God, but also as His *children* and His *friends*.
2. We need:
 - a. Systems that allow for the Sabbath.
 - b. Leaders that model it.
 - c. Leaders that hold others accountable for practicing it.

D. Margin is an important Biblical concept (See Dr. Swenson’s book: *Margin: restoring Emotional, Physical, Financial and Time Reserves to Overloaded Lives*). The Israelites were told not to harvest to the edges of their fields, leaving some for the strangers and the poor. Do we harvest our resources “to the edges” and then become irritated when other needs present themselves?

¹ Cloud, Henry and John Townsend. 2001. How People Grow: What the Bible Reveals about Personal Growth. Grand Rapids: Zondervan. Pg. 28-36.

² *The Holy Bible : New International Version*. Grand Rapids : Zondervan, 1996, c1984, S. 1 Pe 4:10

E. In engaging the staggering needs of our fallen world, we will give careful attention not only to the *needs* that confront us, but also to the *resources* with which God has equipped us.

1. As good stewards, we must commit to meeting only those needs that our resources allow us to meet while maintaining our overall corporate objectives.
2. Our corporate objectives must include the well-being of our workers.

III. Questions to Ask of Your Organization

A. Where are we as individuals on the “Wellness Spectrum?” If we had to place our team on the “Wellness Spectrum,” where would we land?

B. How well matched are the needs we are trying to meet and the resources God has given us?

C. Are we “sabbathizing” our resources to allow for rest and renewal of our people?

D. What specific steps can we take to build more margin into our ministry?

E. How might we design a way to connect with each other regularly for emotional and spiritual support?

IV. What Would a Wellness Plan for Your Team Look Like?

A. Prevention:

1. Individual actions:

- a. Craft a personal wellness plan (tailored to your physical, spiritual and emotional risk factors). Invite accountability with others to help you follow it.³
- b. Learn interpersonal skills, communication principles. Consider taking the *Sharpening Your Interpersonal Skills* workshop.

2. Corporate/Administrative actions:

- a. Develop clear job descriptions for all personnel.
- b. Develop a culture that values and empowers individuals to have a “voice” in group proceedings. Value choice and initiative.⁴
- c. Give strong messages that wellness activities are valued, expected and will be inspected.
 - (i) Lead by example, demonstrating the benefits of a healthy lifestyle.
 - (ii) Regular, mandatory times are needed for escape, reflection, renewal and replenishment.

B. Watching for Wellness:

³ See INSIGHTFUL ARTICLES for a sample Personal Wellness Plan.

⁴ Maslach, C., *Burnout: The Cost of Caring*. Cambridge, MA. Malor Books. 2003. p. 238.

1. Frequent wellness visits/meetings
 - a. Wellness tools such as the Expanded Wellness Spectrum.
 - b. Peer wellness meetings (No business!)
2. Partnerships for Encouragement:
 - a. How is this experience impacting you?
 - b. Where are you on the “Wellness Spectrum?”
 - c. How can I help?

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