

Pastor Dr. Paul Enenche



THE BIG FIX CONFERENCE

DAY 3 MORNING

LEADERSHIP & BUSINESS MEETING

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By Pastor Dr Paul Enenche

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FOREWORD

Chief Editor's Foreword

Every leader, in every sphere of life, eventually faces the same question: what do I do with the people who work beside me? The message gathered in these pages was delivered at the morning session of Day 3 of The Big Fix Conference, at the Leadership & Business Meeting, by Pastor Dr. Paul Enenche. It begins from a single verse, the counsel the elders gave to Rehoboam in First Kings 12:7, and unfolds into a clear, practical and Scripture-rooted body of leadership wisdom.

What sets this teaching apart is its conviction that, of all the things an organization seeks to achieve, there is one on which everything hangs and which is often the most ignored: the management of the workforce. How we handle the people who labor with us determines the climate of the workplace and the future of the work. Vision, customer satisfaction and optimal output all rise or fall with it.

From that foundation, the speaker walks through eleven principles: define the vision clearly, communicate the difference you are out to make, raise people and never use them, make the workmen happy, love them genuinely, care for their welfare, listen to them, respond promptly, let them see a future, be a servant leader, and invest in their training and development. Each is simple enough to remember and weighty enough to shape a lifetime of leadership. And because, as the speaker reminds us, all truths are parallel, they speak with equal force to the pastor, the business owner, the manager and the public servant.

A Note on This Edition

This book is an edited transcription of a spoken message, and the editor's first duty has been faithfulness. The speaker's wording, order of thought and message have been preserved. Editing has been limited to punctuation and paragraphing, the removal of spoken false starts and accidental word repetitions, the correction of evident transcription errors, the removal of audience sounds and background audio that were captured in the recording, and the addition of chapter titles and subheadings to help the reader navigate. Scripture read from the screen is given in the King James Version.

The recording available for this edition ends partway through the eleventh principle, and the text ends where the recording does.

It is our prayer that you will read these pages not only as a leader of an organization, but as a steward of people, and that, as the opening prayer of the meeting asked, not one of us will leave the same way we came.

— Wisdom Epsi

Chief Editor, LivingSermons.com

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Publisher's Note

This book is a faithful transcript of a live sermon delivered by the preacher under the inspiration and unction of the Holy Spirit. Every effort has been made to preserve the preacher's exact words, tone, flow, and spiritual authority, while carefully proofreading and formatting the message into a clear and readable ebook format.

The message you are about to read was originally ministered in a live congregational setting. As such, it carries the weight, urgency, and atmosphere of that sacred gathering. Minor grammatical and structural adjustments have been made solely to enhance readability, without altering the substance, intent, or power of the original delivery.

Watch the live sermon from which this message was transcribed on YouTube at the [Dr Paul Enenche's Official YouTube Channel](#)

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A Spirit-led Publishing Stewardship

Main Message

Begins Here

A Word of Welcome

Opening Prayer

Father, we give You the praise. We give You the honor. We appreciate You. We say, be glorified, Lord, for this moment.

Breathe upon this meeting. And we ask that not one person will leave You the same way they have come. Be glorified, Lord, in Jesus' precious name. Amen.

Can we give the Lord the praise? And let us take our seats. Please be seated.

Appreciation for Pastor Roberts and Jessica Caya

I want to appreciate Pastor Roberts and Jessica Caya for the love, the heart, the relationship, and I really want to salute you.

We have just watched the documentary while sitting here, on the Karamoja project, and it is absolutely mind-blowing. Let us completely give the Lord the praise for that: to completely rehabilitate and do a complete mental renovation of a forsaken land and a people, for maybe centuries, for as long as they ever existed. And the heavy machinery and all the things going on there. It takes the heart of God to get that done. We trust that the Lord will strengthen you and grace you, in Jesus' precious name.

Welcome to Everyone

I appreciate everyone here today. Our dear friend Mike Francen, happy to see you. Mike was on the Glory Dome ground during construction. He went around. He saw the structure before it was built, and I am sure you can see the difference now. Happy to see you.

Welcome, everyone, here. Give the Lord the praise. I welcome everyone here today.

Leadership Wisdom: One Truth, Many Platforms

I will be speaking very, very sharply on leadership wisdom.

The Subject and the Scripture

At this conference I have been allocated the subject of unique wisdom, and I want to speak on leadership wisdom. I am sure I can count on the screen: First Kings chapter 12, and verse 7. Here the Bible speaks concerning the elders advising Rehoboam, the son of Solomon.

And they spake unto him, saying, If thou wilt be a servant unto this people this day, and wilt serve them, and answer them, and speak good words to them, then they will be thy servants for ever.

1 KINGS 12:7

Our Objective

Our objective in this study is to understand the wisdom for effective organizational success. I have been told that I am talking to leaders of industry, leaders in the business world, leaders in the corporate world, and spiritual leaders.

All Truths Are Parallel

And, as Dr. Morris Cerullo often said, all truths are parallel. So the leadership principle for church leadership is the same as the leadership principle for ministry leadership, which is the same as the leadership principle for political leadership.

The Three Goals Every Organization Pursues

Now, there are three major objectives that every organization seeks to achieve in order to be successful. Three major objectives.

First: Organizational Vision and Goals

Number one: organizations are considered successful when they realize organizational goals, organizational vision, organizational aspirations. This is what we want to do. This is what we want to become.

Second: Client and Customer Satisfaction

The second thing that organizations strive to achieve in order to be successful is the realization of client or customer aspirations and expectations, what is called customer satisfaction. The realization of client or customer expectations and aspirations. Every organization wants to succeed by ensuring that the people they are called to serve are satisfied. The people they are called to serve are fulfilled.

So the goals and the vision of the organization must be realized, and second, there must be the realization or the fulfillment of client or customer aspirations and expectations. And for a church setting, it is not a financial kind of business. So your aim is to ensure that the people God called you to serve are effectively served and serviced.

Third: Optimal Employee Performance

The third thing that organizations strive for, or must strive for, is the realization of optimal employee performance and output. Employee performance, workforce performance, employee performance and output: that is the labor force. Those who work have to ensure that their performance is optimal.

The Hinge of Success: Managing the Workforce

Now, of all these three, there is one on which everything hangs, which is often the most ignored, and that is the management of the workforce, the handling of the employee, the handling of the staff.

The Climate of the Workplace

It is important to note that how we handle the workforce determines the climate of the workplace as well as the future of the work. What we do with the workforce, what we do with the employees, what we do with the staff determines the climate of the workplace, and determines the future of the work.

The church workers, if we are talking of church, for example, the church staff: what we do with them, how we handle them, how we manage them determines both the climate in the environment and the future.

Two Common Imbalances

Now, most times the organizations and institutions are so heavy on, “This is what we want to achieve. This is what we want to achieve. This is what we need to get done. We need to get this done,” without paying attention to either the client satisfaction or the employee satisfaction.

Other times, organizations become very heavy on customer satisfaction. “We must satisfy the customers. We must satisfy our clients. We must be sure that our clients are happy with us.” And they tone down on the satisfaction and the care of the workforce.

One of the Most Critical Leadership Assignments

I want to say that one of the most critical leadership assignments is to ensure that the people who work are handled. If the workmen are well handled, it will handle customer satisfaction. If the workmen are well handled, it will handle the fulfillment of organizational goals.

Frustration with the staff naturally overflows into frustration on the customers. When the staff are unhappy, when they are stressed, when they are frustrated, it naturally flows. That is why it is critical that leadership understands that a most critical aspect of leadership is what we do with the employee, with the workforce and with the staff.

Fourteen Things to Do

I am going to look at fourteen things that are critical for every management-level person or leader of an organization to do in order to realize these three goals, beginning with what to do with the staff.

Principle One: Define the Vision Clearly

Number one: clearly define the vision, the goals and the direction of your organization. Clearly define the vision, the goals, the direction of the organization. It must be clearly defined for three reasons.

Why Clarity Matters

First, people only run with visions they understand. In Habakkuk chapter 2, verse 3, he says, “Write the vision, make it plain.” People only run with visions they understand.

Secondly, people only commit to what they comprehend. They commit only to what they comprehend.

And thirdly, people only score where the goal is clear. They score if the goal is clear. If the goal is not clear, there will be no score.

Never Assume; Communicate Consistently

A clear definition of the vision, of the goals and of the direction of this organization should not be assumed to the staff, to the church workforce, to the workers, whatever it may be. It must be consistently communicated.

Principle Two: Communicate the Difference You Are Out to Make

Number two, very important: clearly communicate. I am talking to the leader. Clearly communicate the difference you are out to make, the problem you are out to solve and the value you are out to add. Clearly communicate the difference your organization is out to make, the problem you are out to solve, the value you are out to add.

What Makes Yours Different?

There are many organizations. What makes yours different? There are many people trying to achieve many things. So why is yours necessary? The staff, the employee, the workforce must know. Nehemiah chapter 2, verse 17: Nehemiah did that.

Why This Is Important

Why is this important? Again, first, people are motivated when they sense that they are out to do something important with their lives. They are motivated every time they sense that they are out to do something important with their lives.

Secondly, people are motivated when they feel a part of something bigger than themselves. When they feel that they are a part of doing something that is beyond themselves, something bigger than their size. When they feel that they are a part of changing the world.

Thirdly, people are motivated when they perceive that their input matters. This is what we are out to do, and your input matters.

More Than a Salary

Friends, let's go on evangelism. Let's go on outreach. Let's make a mark for time and eternity. Let's touch the heart of the Father. Let's feed the hungry. Let's put smiles on the faces of people. Let's make life more comfortable for our generation.

We must clearly communicate the difference we are out to make, the problem we are out to solve and the value we are out to add. Don't just let people come because they are looking for salary. Don't engage people with only the mind that they are going to be paid a salary. Let them know they are doing something with their lives that is worth it.

It doesn't matter whether it is the telecommunications industry or whether it is banking, whatever it is, make it clear to people.

Principle Three: Raise People, Never Use Them

Number three: never try to use people. Always endeavor to raise people. Don't use people. Raise people. Never, ever make people feel used. Make them feel raised.

Use Them and Lose Them

People who use people are plenty.

When you use people, you lose people. When you raise people, you retain people.

What is the meaning of that? Again, three things.

People Are Excited When They Feel Enhanced

First, people are excited when they feel enhanced, and they are irritated when they feel abused. They are excited when they feel enhanced; their life's worth and value feel enhanced. They are irritated when they feel abused.

A Lift That Is Visible

Second, let the association of people with your organization constitute a lift for their lives, a lift that is visible. Let people come close to you and to your organization, and let it herald the lift: a lift that is visible to their friends, visible to their family. Let life be better off because they associated with you and with your organization.

Never Leave People the Same Way You Met Them

The meaning of this is: never leave people the same way you met them. Don't use people. Raise people. Raise them. Lift them. Enhance them.

Am I communicating? There are many employers that are using people, many bosses that just look at people as commodities, property. Oh my God. "These are just disposables. I hire you, I fire you." Let's not function like that.

Let people feel a sense of worth, a sense of value, and you will be shocked at the outcome of your organization. You will be shocked at the overall worth.

Principle Four: Make the Workmen Happy

Happy are these thy workmen. Happy are these thy laborers.

1 KINGS 10:8

They are happy. Make the workmen happy. What does this mean? Three things. “Happy are thy men.”

An Exciting and Empowering Environment

First, let the work environment be both exciting and empowering. Work environment: exciting, empowering. Let people step into a climate that is not depressing and depressive, that is not demotivating. Let it be empowering. Let it be exciting.

Free of Toxicity and Tension

Second, let the work environment be devoid of both toxicity and tension. I am sure you have heard of things like, “It is a toxic work environment.” That kind of toxic work environment will choke away the workmen. There will be high turnover of employees. They will just be coming and going. Let it be devoid of tension and toxicity.

A Place People Look Forward To

And thirdly, let the work environment be a place people look forward to coming to. Make them happy. Let them look forward to coming to work, devoid of strife, devoid of bitterness, devoid of harassment.

Don't forget:

Make the workmen happy and they will make the work happen.

Principle Five: Love the People Genuinely

Number five: love the people genuinely, and they will serve passionately. Love the people. Love the people that work with you. Love them genuinely, and they will serve passionately.

A Call to a Pastor in a Rural Area

This last Sunday, I put a call through to one of our pastors serving in a very rural area. When he was posted to that location, he felt bad. He said he had always served in rural communities, and they were sending him to another one.

I called him to my office. I sat with him. We talked, and I assured him, took him to the altar, prayed for him, laid hands on him. After Sunday service, I saw his text message and I called him back. “How are you doing?” I said, “I want to let you know that you’re okay. Everything is okay. God will bless you there. Everything will grow, will increase, and just get ready for exciting times.”

By the time I finished talking with him on the phone, he sent me a text message to say he could not believe this kind of love. He had always felt rejected, from his family, from everywhere. He felt rejection. But that I took the phone and called him, encouraging him in the assignment and telling him to continue to labor and that God is with him, it blew his mind.

Listen to these things. First of all, how do we love the people genuinely?

Treat Them as Fellow Human Beings

First, treat your staff as fellow human beings. If nothing else, let them receive the treatment of fellow human beings who have feelings and aspirations. They have family, they have friends, they have feelings, they have aspirations. Let them be treated as such.

Put Yourself in Their Shoes

Second, put yourself in their shoes. How would you love to be treated if you were the employee? Let us put ourselves in their shoes. How would I love to be treated if I was the staff? It is very, very important.

What thingsoever you want men to do to you, do to them. That is the law and the prophets.

MATTHEW 7:12

Release Goodwill Continually

Finally, release goodwill on a continuous basis. Bless them, speak well to them, communicate well to them. This is leadership wisdom that will cause the goals of the organization to be fulfilled.

Principle Six: Care for Their Welfare and Well-Being

A Quick Review

So the first thing we said is: clearly define the vision, the goals and the direction of the organization. Second, clearly communicate the difference you are out to make, the problem you are out to solve, the value you are out to add. Thirdly, never try to use people; raise people. Number four, make the workmen happy and they will make the work happen. Number five, love the people genuinely and they will serve passionately.

Number six, and these are all connected: pay attention to the welfare and physical well-being of the people, of the staff.

Notice the People

Pay attention to the welfare and physical well-being of the staff. Notice it when people are looking sad. Notice it when they are dressing drab. Notice it when an excitable, exciting staff member is not smiling. Notice it.

That was what Joseph did in the prison. He noticed the people that were under him. He noticed that they woke up and were not smiling.

Care Before Position

People don't care who you are or what you have until they know how you care.

You may be a billionaire; they don't care. The question is, do you care for me?

People Are There for Those Who Are There for Them

Secondly, people are there for those who are there for them. If you are there for me, I'll be there for you. If you are there for the staff, the staff will be there for you. We reap what we sow.

Touch the Heart, Not Only the Pocket

Thirdly, you may touch the pocket of the staff with their salary, but you touch their heart with your love. And touching the heart is superior to touching the pocket or the account. You may impact their account with their salary, but you impact their heart with your charity. You impact their lives with your charity.

There are things you do for people that matter more to them than any allowance you pay them. Very, very important.

Principles Seven and Eight: Listen, Then Respond

Number seven: listen for the aspirations, yearnings, concerns and challenges of the people. Listen for the aspirations, the yearnings, the concerns and the challenges of staff, of the workforce. Listening is called feedback.

Feedback: A Major Diet of Leaders

What is bothering them? What is their yearning? What are they looking forward to? Some are comparing themselves with employees in other places.

Someone said feedback is the breakfast of champions. And for me, I know that feedback is a major diet of leaders. Feedback facilitates improvement in leadership. Feedback: it facilitates improvement in your leadership capacity. And feedback is key to progress.

This is very, very important. Many of us, we don't listen. We don't pay attention. I have had staff draw our attention to many things many times. And that leads me to point number eight.

Respond Promptly and Appropriately

Number eight: respond promptly and appropriately to the feedback. Respond. When we receive feedback, when we hear their aspirations, when we hear their yearnings, when we hear their concerns, when we hear their challenges, respond. When you do that, three things happen.

One, it shows that the people matter. You are showing the people that they matter to you. It enhances their sense of value.

Two, when we do that, we show that they have a future with us. We are showing them.

Trusted With Their Destiny

Three, and listen to this, this is very important: when we listen to the people's feedback and we do something about it, it shows them that they can trust us with their lives, and we will not mismanage it. It shows the people that you can be trusted with their future. You can be trusted with their destiny, and it will not be mismanaged.

Many people don't believe the boss, the CEO, can be trusted. So they just do any kind of work, permanently on the lookout for another job, permanently. And after you have done all your investments in their lives, they get another job.

So when we listen to the feedback and they see that we did something about it, he says, "This man has my future in his mind. I can trust him with my life, with my destiny, and I won't regret it. He will not mismanage it." This is very, very important.

Principle Nine: Let the People See a Future

Number nine: let the people see a future with you. The people who work in your organization, let them see a future with you.

No One Journeys to a Futureless Place

Why is this necessary?

No one goes on a journey to a futureless place.

No one enters a vehicle and, when asked, “Where are you going?” says, “I don’t know.” No one enters an aircraft and, when asked, “Where are you going?” says, “I can’t tell.” No one enters a vehicle to a futureless place. People disappear.

What Gives People a Future

Now, what are the things that give them a future? A clearly defined structure. People disappear when they don’t perceive a structure and a future, where everything looks upside down. Where they can’t perceive a structure or a future, they only hang around for lack of employment. And when they find a better job that they think has a better future, they disappear.

Let people have a sense of a future, and that is possible by a structure and a clear vision. Give them the vision that gives them the idea of a future, and let the vision be backed with action. Act in ways that make people know they have a future.

Principle Ten: Be a Servant Leader

Number ten: be a servant leader. If you will serve these people and be a servant to them, they will be your servants forever.

What is the meaning of being a servant leader?

Be Clothed With Humility

Number one, be clothed with humility. Humility and simplicity: nothing beats it in leadership. Be devoid of that typical bossy arrogance, “This is the boss passing,” and everybody is taking cover, running, taking a hide.

Be the kind of boss that shakes hands with a cleaner. Be the kind of leader that is asking for the name of the janitor, of the gardener. “How are you? How is your family? What’s your name? Where are you from? Can I know more about you? I’m glad to meet you. Please, if you have any problem, don’t hesitate to see me in the office.”

You are talking to the gardener. He has a supervisor. He has a manager. Yet you said, “If you have any problem, feel free to see me.” You are talking to the lowest level. You are shaking hands with him. You are finding out his name. You are asking about his family. You have some little change in your pocket. “Just have this for lunch.” He is on a minor salary, and he is wondering what kind of boss this is.

And he is at home. He is at rest. He feels like you are treating him like a human being. He is not just a number in the system. He is a person. That is what it means to be clothed with humility and simplicity in servant leadership.

Model Service in Front of the Employee

Secondly, it means you model service in front of the employee. You model it. A servant leader. This is an example. Our people know, my wife is aware: I am driving within our premises, the one you just saw, and I see a piece of paper on the ground, and the driver and all of them know that they have to stop on the spot, open the car and pick up the paper. Right.

Anywhere, they all know I join the cleaner to clean. You join the sweeper to sweep where necessary. You join the technicians, not because you are under obligation to do it, but you are showing them that doing it is not punishment. You are showing them that doing it is not slavery. You are showing them that doing it does not make them lower than any other person. You are a servant leader. You model service in front of the employee.

A Workplace Like a Family

You know what is going to happen after a short time? The workplace becomes like a community, a family. Nobody thinks of changing his family. It just becomes a unit of love.

Serve in Any Way Possible

Be a servant leader. It also means serve the people in any way possible. Whatever service is possible, you serve the people. Number ten: be a servant leader.

Principle Eleven: Invest in the People

Number eleven: invest in the training and development of the people. Invest. Pay money to train them, release resources to develop them, do what you can to bring the best out of people. And there are three reasons for this.

Input Determines Output

One, input determines output. What you put in the people is the determinant of what the people can bring out. Input determines output. What you put into them is a determinant of what you can get out of them.

Don't Blame Them Until You Train Them

Number two, you are not permitted to blame them until you train them. People cannot be blamed if they have not been trained.

Look at somebody. Help me, tell someone near you, say, "Don't blame them until you train them." Tell another person, say, "Don't blame them until you train them."

We are busy blaming a lot of our people. The cameraman didn't do this well. The video editor didn't do this well. The book writer didn't do this well. This person didn't do this well. Everyone didn't do anything well.

The question is, when was the last time you spent time and money...

Editor's Note

The recording available for this edition ends at this point.

SUMMARY

The Eleven Principles at a Glance

1. Clearly define the vision, the goals and the direction of your organization.
2. Clearly communicate the difference you are out to make, the problem you are out to solve and the value you are out to add.
3. Never try to use people. Raise people.
4. Make the workmen happy and they will make the work happen.
5. Love the people genuinely and they will serve passionately.
6. Pay attention to the welfare and physical well-being of the staff.
7. Listen for the aspirations, yearnings, concerns and challenges of the people.
8. Respond promptly and appropriately to the feedback.
9. Let the people see a future with you.
10. Be a servant leader.
11. Invest in the training and development of the people.



About the Speaker

Dr. Paul Enenche is a Nigerian pastor, teacher, and revivalist, widely known as the Senior Pastor of the Dunamis International Gospel Centre. He is recognised for his passionate preaching, prayer ministry, and dedication to advancing the Gospel across nations.

Born in Orokam, Ogbadibo LGA of Benue State, Nigeria, Dr. Enenche founded the Dunamis International Gospel Centre on November 10, 1996, beginning with a small gathering in Abuja. From those humble beginnings, the ministry has grown into a global work with branches across Nigeria and many parts of the world.

Through his teachings and ministry, Dr. Paul Enenche continues to inspire believers to live by faith, pursue intimacy with God, and become instruments of transformation in their generation.

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