



Integrity in Corporate Management

*Business Fellowship Ministry
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Introduction

- The initiative to run a series on integrity is apt
 - Business community has a key role to play in society
 - Business people in the Church have a critical responsibility
 - You are the light of the world
 - Leadership
 - Societies and nations develop through effective and purposeful leadership
 - The driver is purpose



The ultimate purpose

- Then God said:

Let Us make man in Our image, according to Our likeness; let them have **dominion** over the fish of the sea, over the birds of the air, and over the cattle, over all the earth and over every creeping thing that creeps on the earth

Gen 1:26

- Also:multiply and replenish the earth



Christ-likeness in the market place

- The world is governed by commerce
 - Critical virtue has moved from 'stewards' to entrepreneurs
 - Parable of the talents – Matt. 25:14-30
 - Understanding of purpose
 - Wholesome thinking
 - Integrity
 - Apostles in the market place
 - 'From swords to ploughshares'



'From swords to ploughshares'

- Commerce shapes societies
 - Military might grew out of colonial era
 - Was also the basis of political power
 - Oppressive and manipulative in style
 - With independence, economic might now the instrument of control
 - Newly independent States were not meant to succeed
 - E.g. capacity to grow cane but not how to make sugar
 - Colonial system did not produce leaders



'From swords to ploughshares'

- Major drawback of the developing economies
 - Education system only addresses the cognitive and intellectual dimensions
 - High degrees without sense of self worth or **values**
- Corporate management demands leadership that understands the insight of the 'true north' – principles and values



The structure of the economy

- Based on exploiting natural resources and not value added
 - Import dependent
 - No control of our revenue stream
- Development model
 - Building things and not building people
 - Little self consciousness
 - Self concept
 - Self worth
 - Self esteem
 - We create a nation of followers, rather than leaders

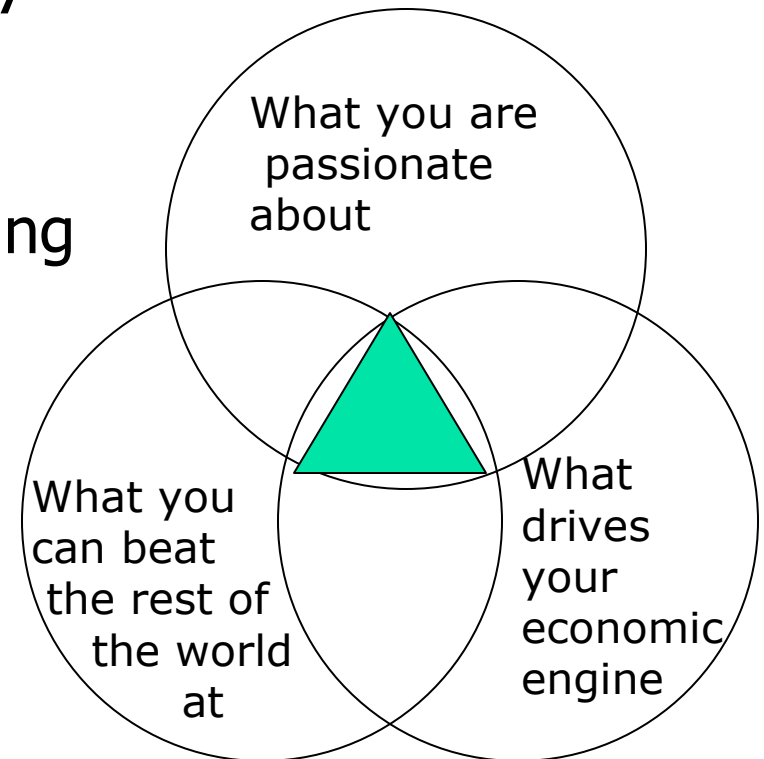


Breaking out of the mould?

- Acquisition of skills
 - Invest in yourself
 - Develop self concept
- Integrity
 - “The state or condition of being complete”
 - “Wholesome”
- Be a “hedgehog”

The Hedgehog concept

- “The hedgehog and the fox” by Isaiah Berlin
 - Two kinds of people in the world
 - The fox knows many things
 - The hedgehog knows one big thing
- Simple crystalline concept that flows from a deep understanding of the intersection of 3 circles
- Simple governing concept





Integrity

- Often discussed mainly in the context of honesty
- Integrity comes from the word ***integrate***
 - To be integrated
 - To be one with yourself
 - What you say, what you do and what you are, are the same always
 - It's really about leadership



Apostles in the market place

- Corporate managers understand that
 - They need to acquire skills, and be best at what they do
 - Use the insight they have on socio-economic structure to affect
 - Establish Kingdom principles in commerce
- Example of Luke
 - Physician who provided management and organizational skills to support missionary effort



Apostles in the market place

- Becoming an Apostle in the market place demands LEADERSHIP
 - Personal commitment
 - “The capacity to influence others through inspiration generated by a passion ignited by a purpose” - Myles Munroe
 - There is a price to pay
 - Clarity of purpose and passion will sustain



Doing business in Nigeria

- Environment
 - Nigerian factor
 - Corruption, etc
 - Thrives because it goes unchallenged too often
 - Can you do business straight?
- Consider this
 - We tend to flock to the same business
 - “try me now ...if I will not open for you the windows ... and pour you out such blessingMal 3:10
 - An idea
 - Purpose (and matching talent or gift)
 - Job versus work: you were made to solve a problem



Surviving with integrity

- Understand who you are, and what is your purpose
- Decide what you want
 - Independence from the expectation (or acclaim) of others
 - Your talent is an indication of your purpose
- Be integrated and principle centred
- Make your position known
- Prepare to pay the price
 - Your position will be tested
 - Trust is a product of time and test
 - Never trust a person without a testimony



What about

- Short term versus long term?
- Process versus results
 - Profit is a by-product of purpose, not the end game
- Small businesses or start-ups?
- Situations of glaring subversion
 - Edged out in favour of an 'inferior' competitor
 - (May not always be the case!!)
- Intrigues
 - Never lose your focus



The corporate manager's role

- Efficient management of operations
- Corporate governance
 - Openness and values
 - Sustainable development
 - Environment etc
 - Giving back to society
- Corporate citizen



Conclusion

- We are made to have dominion
- We have a charge to multiply and replenish
- We need insight and passion to pursue our purpose
- Integrity (being integrated, at one) will make us committed and accountable