

Management

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Michael Postlewait presents “Management By Strengths.”

My grandfather built a summer cabin, just west of Boulder, Colorado and we still go back there most summers. In the summer of 1975 while we were there on vacation, we came across a home that was for sale. We quickly decided that we wanted to live in the mountains, though it meant leaving the job at the pharmaceutical company that I had for 13 years. We packed up and moved with our six children to live on top of a mountain.

I soon became a sales manager of a telephone systems company. The company subscribed to a profiling system

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that they used to interview sales people. I found that the information the profile provided was valuable not only in hiring people, but also in how to understand people that I had hired. It was perhaps even more valuable working with people who were already with the company, in particular our operations manager with whom I was not getting along good with at all. Finally understanding his temperament and communication style dramatically improved our relationship and we actually became friends after that.

I was intrigued by the data that the profile provided, and felt that it was something I wanted to pursue further. I decided to start my own consulting firm focusing on helping companies improve their working relationships based on better understanding the temperaments of the people that they interacted with.

The study of temperament has been around for thousands of years. When most people teach about it they stress that it has both positive and negative aspects, something good and something bad about the temperament traits. We teach that really there is nothing bad at all about a person's temperament. Granted, sometimes our temperament can control us, and that can have negative consequences.

For many people, the study of temperament is about understanding themselves better, at least initially. You cannot really understand other people and their different styles until you better understand yourself. Each person sees and interacts with the world around them through the filter of their own personality so better understanding ourselves is the logical first step in the study of temperament.

I knew through my own experience in business that almost all companies have managers who do not get along. Everyone has human differences and sometimes those differences clash. Improving those types of relationships is often the most immediate benefit to the CEO who makes the decision to bring us in. He or she sees the impact that MBS has on the company's culture, the management team wants to push the program down to their departments, then it catches on.

After three months into the business I called on the president of a telephone equipment company in St. Louis. He wanted me to teach his sales people on how to sell phones. He was going to pay me \$2,500 a month to come in for one day a week. He said, "I want you to meet our best sales person, but I want to warn you, she's a Jesus "freak". All she ever talks about is Jesus." "But can she sell telephones? That's all I care about." She would be instrumental in me getting saved.

I was supposed to talk with her about the upcoming training that I was going to be providing. The first thing she said when I met her was, "Are you a Christian?" I looked at her and said, "Well, yes." The question took me by surprise. I'm a Catholic, after all. Next thing she said, "What do you mean by that?" Nobody had ever asked me that. "I went to Catholic schools." She just smiled at me and said, "Well, that's nice." She handed me a little tract with a smiley face with "Jesus Loves You" on it. She encouraged me saying, "You ought to read this when you have time. It will help you to understand what it means to be a Christian. Us Christians are really interested in you and your family, in the long run."

Those words were penetrating, because with regard to my family there wasn't any long run! It was Monday of that week in August, 1979 and I was to go back to Kansas City to catch a flight on Friday, to go to Denver to meet with an attorney to proceed to get a divorce. There wasn't any "long run"!

I went to the Kansas City post office to get my mail. There



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was a box that my wife had sent me. I opened it up and it was filled with letters and birthday and anniversary cards from over the years. My wife was a born again Christian. I almost threw it in the trash can, but for some reason I took it out to the car and proceeded to read every single one of those cards and letters. I started crying like a baby. I said out loud, “God, please help me!” Fortunately, what’s beautiful about God’s Word is that you don’t have to know it in order for it to work. It says in the Word, “If you call upon the Lord for help, He will help you.”

I looked down and on the seat of my car was the little tract that the woman had given to me a few days ago. I picked it up and it said, “God loves you!” I felt good, because I didn’t feel like anybody loved me. The next page said, “You’ve sinned!” I thought, “No kidding!” Next page said, “Jesus came...” Then the next page said that I had to receive Him into my life. It

gave some scriptures, etc. It had a little prayer at the end, for me to ask Jesus into my life. Then it said, "If this expresses the desire that is in your heart, read this out loud." I sat there and I read that tract out loud, sitting in the car.

I looked up and I saw a pay phone on the wall outside a drug store. I had this tremendous desire to go home! I got out of the car and called my wife and she was home. I said, "I've really messed up our marriage." She exclaimed, "No kidding!" "I want to come home!" She had been praying with a prayer group that I would call home. She said, "I wish you would." I didn't tell her that I had already bought the plane ticket. Obviously, we had some long talks. But my life had been totally transformed.

I went back the following week to work with this company again. I found the girl that had given me the tract and said, "Marla, what you said last week really penetrated me." God used her words that week to give me a new life. Now, before I ever get up and teach anybody, I always pray, "God, please use my words for your glory."

That led to a hunger for reading the Word. My wife thought I had become a religious fanatic. Maybe, but our kids have come to know Jesus!! This is the most important thing. I just agreed with the Word of God and our children, one-by-one, each one of them came to know the Lord within the next year. It was awesome.

I was introduced to the Holy Spirit at a FGBMFI meeting where Benny Hinn was teaching a workshop on the Holy Spirit. They just invited people to come. We sat around in chairs in a circle where they explained the Baptism in the Holy Spirit. They laid hands on us, and we began to speak in other tongues.

God began to show me how to do business, basing it upon the Word of God. We started getting new clients and the company really began to grow. All of our clients come to us through word of mouth. It was the Holy Spirit doing it. I am in a continual conversation with the Holy Spirit on

how to run the business. Business men and women are searching for the truth. When you teach them the truth, they just gravitate to it. MBS works because it is based on truth. The program that we teach to businesses is called Management By Strengths, the foundation of our business is Management By Scripture. MBS is based upon truth and the principles in the Bible...1 John 3:16 Hereby perceive we the (Agape) love of God, because Jesus laid down his (soulish) life for us: and we ought to lay down our (soulish) lives for the brethren.

When we get our focus off ourselves and our own personal needs, and onto somebody else, God flows right through us. ■

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