Jesus as a Human Capital Management Professional

I want to share with you a couple of things Jesus did as a human capital management professional.

1. Recruitment and Selection - Jesus created an employer brand that attracted disciples amongst whom He selected 12 apostles as stated in the following Bible passages:

- Call of Peter, Andrew, James and John (Lk. 5:8-11)
- Call of Levi or Matthew (Lk. 5:27-28)
- Ordination of the Twelve (Lk. 6:12-16)

Jesus did workforce planning to determine the number of disciples to send out to practice the work of ministry and number of apostles to choose from amongst the disciples. Jesus chose 12 apostles.

2. On-Boarding - Jesus shared with the disciples about the Kingdom that He came to establish, what to expect, and what will be expected of them in Luke 6 about the following:

- Four Beatitudes, Four Woes, Four Laws of Love, Four Laws of Retaliation, The Golden Rule, Four Laws of Mercy, Four Laws of Justice, Warning against following Blind Leaders, Goal of Every Believer, and Parable of Two Foundations.

3. Learning and Development - Jesus ensured the selected disciples and apostles were engaged in learning and development activities while they were with him. Examples are stated below:

- Parable of the Sower and why He spoke in parables (Lk. 8:4-15).
- Building loyalty to a new family (Lk. 8:19-21).
- Reaching out even when they did not request for help - Jesus stills the Storm (Lk. 8:22-25).
- On-the-Job Training (Lk. 9:10; 10:1-4)
- Teaching how to pray (Lk. 11:1-4)
- Glimpse of coming kingdom (Lk. 9:27-36)
- Teaching on humility (Lk. 9:46-48)
- Rebuking sectarianism (Lk. 9:49-50)

4. Performance Management - Jesus managed the learning and performance of the apostles as follows:

- Checking understanding of His Person (Lk.9:18-20)
- Testing of Disciples (Lk. 9:23-26)
- Powerless Disciple (Lk. 9:37-41)
- Peter's Denial (Lk. 22:31-34)

5. Recognition and Retention - Jesus recognized the efforts of the disciples and was able to retain 11 faithful disciples out of 12 disciples He chose. Jesus achieved 92 percent engagement score. Even the disciple that betrayed Jesus realized he made an error. Peter was commended when he identified Jesus as Son of God. Jesus helped the disciples to focus on what is important in Luke 10:17-20, having their names written in heaven instead of getting excited about miracles. The disciples were aware that their faithfulness and commitment to the Kingdom of God will be rewarded at the end of physical life as we know it.

6. Succession Planning - We are all witnesses that the disciples raised many other disciples including us. The Church is 2.2 billion strong in 2009 representing about 33% of world population.

I would love to read how you relate to Jesus in your profession.

Have a great day.

Rev. (Dr.) Lana Adeleye-Olusae

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16, Minnetonka Street
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R2M 4J8

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