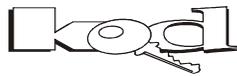


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Employees Every
EMPLOYER
Must Know!



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Thanks

*T*he Almighty and Omnipotent God and our Heavenly Father who has graciously bestowed
s u c h
undeserving honour upon us that we are employed into service in His vineyard.

*For we are labourers together with God...
1 Cor 3:9.*

Dedication



Sebastian T. Hon (SAN)
& his wife Felicia Hon .

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Contents

Thanks	v
Dedication	vii
Acknowledgements	viii
Introduction	13
Ziba	21
Jacob	31
Joseph	57
Eliezer	91
Attracting Desired Staff	119
Other Titles	149
About The uthor	151

Introduction

*O LORD, how manifold are thy works! in wisdom hast thou made them all: **the earth is full of thy riches.** Psalm104:24*

At the very creation, we encounter God's desire and plan that humanity should live a life of abundance upon this earth. We are confronted with a creation plan whereby all that humanity will ever need on earth, is already in place before man is finally created.

Adam, the first man, is indeed created in a state of unimaginable exuberance. It is an awesomely rich earth he has inherited. All manner of minerals are under or upon the earth. Crude oil, diamonds, ore, gold, copper, crops, trees & fruits, livestock, etc are available. The Psalmist will marvel at this overwhelming deposit of wealth;

*O LORD, how manifold are thy works! in wisdom hast thou made them all: **the earth is full of thy riches.** Psalm104:24.*

At least 6000 years after the restoration of the earth,

humanity has not explored up to 10% of the total wealth deposit on the earth.

Over the centuries however, humanity in all ages is agreed that for these vast deposits of riches to benefit man, humanity will have to obey the very original instruction at creation by *subduing and having dominion over the earth and all that is under or upon it-Genesis1:28.*

To this end, man has over the years vindicated the Creator who put a high premium upon team work.

All through Scriptures, we find a God who manifests, expects, encourages and blesses team work. In Genesis 1:26 we see the Supreme Godly Council meeting to deliberate upon and create man. God presses the indispensability of team work home when He declares;

... It is not good that the man should be alone; I will make him an help meet for him. Gen 2:18 (KJV).

Right from creation, the omniscient God knew the futility of isolated endeavours. Hence, He created Eve to partner with Adam, thus initiating the first team on earth.

God puts a high premium upon team work. In Genesis 11, although this potent force was put to negative use, the Almighty God nonetheless acknowledged the ingenuity of those folks who teamed up and sought to build a tower to heaven.

Since then humanity has appreciated the need for

united enterprise. Men have learnt that you can't succeed alone. Everyone who seeks to make appreciable impact in any endeavour sooner or later contends with the indispensability of other contributors to his enterprise.

Whether it is at home, in business, practice or Ministry, sooner or later, we are faced with hiring additional hands either to expand or at least ease our operations. Noteworthy however, whether at home or at work, every additional introduction to our operations must influence what we do in a very significant measure. This influence could either be positive or negative depending on the character and ability of such hired hands. ***True, your team will make or mar you.***

Domestic Staff

At home, house 'helps' may bring any or a combination of the following:

1. They may provide the desired relief so that we can actually find desperately needed time to rest from certain delegable chores.

2. They may become a vital link between us and a very huge solution. In 2 Kings 5, it was the little house maid the Syrians had brought out of Jewry that eventually linked the mighty but leprous Naaman with Prophet Elisha who healed the Syrian Army General.

3. They may (aberrantly as this may be) provide the parental care that we have robbed our children of in the

pursuit of money and power.

4. They may even (permissibly) make up for our disastrous cooking.

5. Male house staff may compensate for *non-resident* fathers in emergencies.

6. Professional domestic staff such as nurses are invaluable in managing aged or physically challenged family members.

Unfortunately there is an equally long list of negative possibilities associated with hiring domestic staff.

1. Smart house maids/nurses have used all means including seduction and charms to displace many naive and negligent wives. Similarly, some 'sick' wives have found solace in the illicit company of their drivers/children's lesson teachers each time the good man of the house has taken off on those long business trips.

2. Many domestic staff have set up their employers to be robbed.

3. Many children have been molested or abused by house maids/boys, drivers and lesson teachers.

4. Pilfering and larceny are commonplace with many domestic staff.

5. Deliberate destruction of property, financial indiscretion or plain over-invoicing of house purchases are also regular pranks of house staff.

Office Staff

In similar vein, hired hands in the business environment will always leave you better off or worse off.

1. First of all, there are certain professionals so highly proficient at their jobs that even their mere presence on your team is a powerful endorsement of your product or operations. Laban confessed to Jacob;

for I have learned by experience that the LORD hath blessed me for thy sake. Gen 30:27.

2. Hired hands provide the expertise that no single individual can claim to possess all. In a medical facility for instance, the Principal Medical Director may have neither the expertise nor the time to handle the accounts. He most certainly can't both be in the theatre and drive the ambulance at the same time. No matter his uncanny ability and training, he can't both be his anesthetist and surgeon.

3. Hiring others promotes efficiency which comes with division of labour.

4. Employing others accelerates performance and increases volume of operations or production.

5. A team benefits from collective contribution and hastens results.

However, even in the market place, taking on additional hands, profitable and imperative as it is for any

big enterprise, there are still potential risks we will have to contend with. This of course accounts for why establishments advertise vacant positions and subject applicants to some forms of screening.

1. First, some people may not even possess the qualifications they claim.

2. Some may actually be academically qualified but be sloppy and/or indolent.

3. Some applicants are so driven by inordinate ambition that they have no qualms how they achieve their ends. They can therefore defraud the dead.

4. Other unscrupulous employees would not stop at merely defrauding their employers but at the first available opportunity, will deliberately instigate the liquidation of their employers only to commence the same line of business. There is an interesting story of a man who presided over a Wire manufacturing outfit, effectively run it to near liquidation, retired and started his private firm in the same business and did quite well.

5. In many competitive ventures, disloyal staff have been known to eat from both ends of their stick. They trade off vital business information to their employer's competitors. This is called 'industrial treason'.

6. In Nigeria for instance, many people are weary of the Motor Transport business on a small scale because faithful drivers are scarce. Most drivers would have used your taxi for example, to build their house or buy a taxi of their own while you the real owner has not recovered your

investments on that one taxi. The greater tragedy is that when they have completed their projects on the one hand and wrecked the taxi on the other hand, they will dump it. My family had this particular experience first hand.

7. Many sales men who should be promoting your products actually use your vehicle, time and endorsement to scout for better jobs.

8. Some people's bad reputation has gone so much ahead of them that simply engaging them in your organisation portends disaster. Of course that's why prospective employers seek to link up with your previous employers. They want to know what neither your certificate nor your CV revealed. They are after the reputation you have been spreading.

I must hasten to assert that this book is not intended to advance a gloomy picture of the labour market. On the contrary, since the labour market is indispensable, the book aims to position every prospective employer propitiously to make safe and viable choices in the consideration of staff. After all, it is an axiom that people are able to source faithful labour in the same market place and prosper in every conceivable endeavours.

My desire and hope is to assist you identify four vital clusters or 'families' of employees in the labour market. Ultimately, I aim to help you know how to attract and keep your desired staff and equally important, how to avoid the undesirables. What will this knowledge do for you?

1. It will help you eliminate waste. A faithful team

makes better use of resources and eliminates waste.

2. Waste eliminated automatically translate into more profits.

3. You will be empowered to venture into those areas of business you had mystified because you erroneously assumed there could be no trustworthy staff to manage them. This means you can easily have ***Multiple Sources of Income*** including the ones you may not be available to supervise directly on daily basis.

4. Now able to assemble a credible team, ***you will be working smarter not harder***. Yet your profits will multiply. Meanwhile, you will pay less frequent visits to the hospital as you have very little to be anxious about.

My Millionaire-Entrepreneur friend, there are four ‘families’ or ‘spirits’ in the labour market. With knowledge, you don’t have to do hit and miss. You can attract the staff you desire. These different *families* or *spirits* of employees are;

1. Ziba
2. Jacob
3. Joseph &
4. Eliezer.

Please meet with them in the subsequent pages of this book and determine which to attract or dislodge from your team from now.

Chapter 1

Ziba

*And David said, Is there yet any that is left of the house of Saul, that I may shew him kindness for Jonathan's sake? And there was of the house of Saul a servant whose name was Ziba. And when they had called him unto David, the king said unto him, Art thou Ziba? And he said, Thy servant is he. And the king said, Is there not yet any of the house of Saul, that I may shew the kindness of God unto him? **And Ziba said unto the king, Jonathan hath yet a son, which is lame on his feet.** 2 Sam 9:1-3 (KJV).*

hen David came to the throne, he was determined to honour his covenant with his friend Jonathan now deceased. Diligent inquisition was made and eventually Ziba, the late Saul's servant was located. Pronto, David sent for

Ziba and inquired if there was any survivor in King Saul's lineage he could reward.

You must have noticed from the scripture quoted above that when Ziba opened his mouth, a treacherous heart issued forth disdainful remark against his master's son;

...Jonathan hath yet a son, which is lame on his feet.

What was Ziba saying? He was telling King David the following:

- 1. There is a fellow but you don't need him, King.*
- 2. The guy would be a reproach and an embarrassment at the palace.*
- 3. In fact he is worthless; he is lame in his feet.*
- 4. He isn't important enough to be named.*

Still, a covenant-driven David was not dissuaded. Patiently, he persisted; ...*Where is he? 2 Sam 9:4.*

An incredulous Ziba responded; *Behold, he is in the house of Machir, the son of Ammiel, in Lodebar. 2 Sam 9:4.*

Ziba continued in the contempt of his master's son;

- 1. Your Highness do you know where the invalid is holed up of all places? He is in slavery in the house of bondage (for this is what the original Greek rendering of Machir means. It means house of a salesman who*

especially traffics in slaves).

2. *He is also suffering the worst possible state of penury or lack* (for Lodebar actually means pastureless, scarcity or poverty).

Now what exactly was Ziba's problem? The problem in part was that Ziba was a very proud man. He was a reasonably rich man and his wealth had gotten to his head. It is recorded of him;

*Now Ziba had fifteen sons and twenty servants.
2 Sam 9:10 (KJV).*

I suggest that to have Fifteen (15) sons may not be such a big deal. In fact, in Africa, the materially less secure have a propensity for having more children. Perhaps this is traceable to illiteracy which promotes poverty in the first place. But when someone has Twenty (20) servants, we do well to be very slow in writing them off, materially.

I believe this wealth had in any case, as events later showed, been acquired through less than impeccable or honest means. ***The conclusion is that by nature, Ziba was a treacherous and unfaithful servant or employee.***

All Zibas are like that. If you spend a few minutes with a Ziba, even for the first time, he reveals to you *all the faults or sins* of his master, employer or the system.

Zibas don't identify with the place they are employed. A typical Ziba would say, "**These** people are very greedy. **They** make so much money and pay pittance to the staff." "**This** company is not being managed well." "Why are **they** treating customers like that?" Zibas talk

of, **‘the manager, not my manager’**: **‘they** are making much profit, not **we** are making much profit’ etc. Zibas neither establish nor convey a sense of belonging. They are aloof in their conduct and communication. Their speech betray a bitterness against their masters/employers.

Zibas are gold-diggers. They generally have no interest of the organisation that employs them at heart. They are primarily looking to better their lot. So God help you if an employee with the spirit of Ziba finds his way into your team. Zibas hate their employers and are ashamed of their jobs. They serve in much bitterness. They serve as a matter of obligation and not choice. No matter how well you treat a Ziba, he nurses this *sense of feeling oppressed* and is continuously on the lookout to get back at you. Zibas consider every employer as an oppressor. However, they are such sly and subtle hypocrites they answer the boss ‘yes’ to every instruction. Meanwhile, they are scheming to sabotage their masters. They effectively maintain two identities. The things they *say* are different from the ones they will *do*.

In 2Samuel 9, King David restored all of Saul’s former wealth and material estate to Jonathan’s son Mephibosheth. The King then commanded Ziba and his household to manage the restored wealth for, and summarily wait upon Mephibosheth. The sly Ziba promptly answered;

... *According to all that my lord the king hath*

commanded his servant, so shall thy servant do. 2Samuel 9:11.

Thus, a grudging Ziba left David's presence thoroughly humiliated and exasperated. It was bad enough to have to resume the life of a servant, but to be the servant of a worthless invalid like Mephibosheth was very humiliating. It was with great effort that he refrained from strangling Saul's grandson. This actually is much in the character of Zibas. Zibas set up their employers to be robbed all the time. A Ziba-driver or Ziba-cook can gleefully murder his master.

In the case of our biblical Ziba, in process of time, a national distress revealed more of his treachery. Absalom executed a coup against his father David. Through pretending that he was concerned for the absence of a deputy to attend to the people who apparently were too numerous to rely upon the availability of an aging David, Absalom stole the loyalty of a sizeable number of people. He went to make himself king at Hebron. The nation suffered a major time of distress. A temporarily displaced David took off on a similarly temporary self exile. Then Ziba got his break.

And when David was a little past the top of the hill, behold, Ziba the servant of Mephibosheth met him, with a couple of asses saddled, and upon them two hundred loaves of bread, and an hundred bunches of raisins, and an hundred of summer fruits, and a bottle of wine. And the

king said unto Ziba, What meanest thou by these? And Ziba said, The asses be for the king's household to ride on; and the bread and summer fruit for the young men to eat; and the wine, that such as be faint in the wilderness may drink. 2Samuel 16:1-2

Thus we here find another heinous nature of Zibas. They are bribe givers. They can use all their income to buy favour by giving bribe. They institutionalize bribe. They make it look so natural, it is hard to immediately discern their true motives. Zibas are so expert at curring favour with superiors.

David was so impressed with Ziba's apparent thoughtfulness and generosity that he was compelled to inquire of Mephibosheth. The thinking was that if an ordinary servant was so thoughtful, how about Jonathan's son to whom David had been so kind?

And the king said, And where is thy master's son? 2Samuel 16:3a.

That was precisely the aim of the ploy. Ziba had skillfully manoeuvred David to ask after Mephibosheth. He thus made the best of the opportunity to destroy his master. He assured David that Mephibosheth had never been worth all the attention he was getting from the palace. He painted his master as an unrepentant ingrate and most disloyal associate of David's. He claimed that Mephibosheth had always nursed the ambition of

ascending the throne and that he was at that very instance mobilizing to be king in Jerusalem.

And Ziba said unto the king, Behold, he abideth at Jerusalem: for he said, To day shall the house of Israel restore me the kingdom of my father. 2Samuel 16:3b.

In this manner, Ziba had driven the dagger into his master's political and material lungs. He had also succeeded albeit temporary, in stealing the wealth of his master. An otherwise prudent David who was now under severe personal affliction was provoked to revoke all the estate of Mephibosheth and give it to Ziba. All Zibas could kill their masters just to gain their liberty and inherit the estate.

Then said the king to Ziba, Behold, thine are all that pertained unto Mephibosheth... 2Samuel 16:4.

In Chapter 19 however, through Mephibosheth's mourning disposition and personal testimony we get to know the truth. Ziba had simply exploited his master's disability and had refused to assist him go to David when the king fled from Absalom. He had also gone ahead to slander him before the king. Mephibosheth was so sincere about his empathy with David that he had not shaved all the time David was in exile.

*And Mephibosheth the son of Saul came down to meet the king, **and had neither dressed his***

feet, nor trimmed his beard, nor washed his clothes, from the day the king departed until the day he came again in peace. And it came to pass, when he was come to Jerusalem to meet the king, that the king said unto him, Wherefore wentest not thou with me, Mephibosheth? And he answered, My lord, O king, my servant deceived me: for thy servant said, I will saddle me an ass, that I may ride thereon, and go to the king; because thy servant is lame. 2Samuel 19:24-26.

Zibas are a dangerous lot to hire.

1. They are treacherous and very bad endorsement for their masters/employers.

2. They hold their employers and masters in contempt.

3. They gladly slander their masters.

4. They are very proud and consider it below their dignity to serve anyone.

5. They neither love, respect nor regard their masters. They wouldn't careless whatever happens to their employers.

6. They are ashamed of their jobs and positions and are eager to convince anyone who cares to listen that they are better qualified, are only holding their present job transiently and would be glad to be assisted to get a better one.

7. They have no qualms about sabotaging the establishment that pays their keep.

8. They are hypocrites. They maintain dual identities. Their word is never in harmony with their actions. They are given to eye-service.

9. They can assassinate the person or atleast the character of their masters. They are available to blackmail anybody, for a small advantage.

10. Bribe is an integral component of their arsenal.

11. They are opportunists and gold-diggers.

12. They are smooth liars and glib schemers.

You want to avoid the Zibas at all cost. If you already have any Zibas on your team, you must pray them to regeneration or relocation.

