

The methodology of managing people in a business or other social organization is continually subject to the push for improvement. New trends overtake the old as one ocean wave does another, keeping the typical individual worker fully occupied in trying to keep his or her head

One of the first examples of management above the water line. It makes me wonder how people got along before the experts of today were born. theory is found in the Bible, and is even today sometimes found lurking underneath the surface of the latest practices. This is what I call "Pharaoh Management", and it is found in Exodus 5. It's like when we are told that there is no funding to support an effort, but we have to find a way to do it anyway. Or when you have significantly more paperwork added without the benefit of additional time to complete it.

Pharaoh implemented this theory after Moses and Aaron went to him and asked him to let God's people go. Pharaoh was only interested in production metrics, and did not care a bit for the feelings of his workers.

*That same day Pharaoh gave this order to the slave drivers and foremen in charge of the people: "You are no longer to supply the people with straw for making bricks; let them go and gather their own straw. But require them to make the same number of bricks as before; don't reduce the quota. They are lazy; that is why they are crying out, 'Let us go and sacrifice to our God.' Make the work harder for the men so that they keep working and pay no attention to lies."*

*Exodus 5:6-9*

The people of Israel were naturally not very happy with this motivational technique. They had to work harder to meet their quota, and they were beaten when they missed the mark. When the Israelite foremen complained, they were accused of being lazy! Pharaoh then shows that the reason that he was trying to re-direct their thinking was so that they wouldn't think about God. He wanted their sole focus to be his work.

It is important to note how God dealt with the Israelites' problem. Many times we find ourselves in a situation when someone is being mean or oppressive like the Egyptians. We want God to change them, and make them act nicer to us. But He didn't do that with Pharaoh because that was not the way He wanted to operate.

Once when I was having some serious personal trouble with someone, I prayed with all of my heart that God would change their personality and sense of Goodness. But I knew that it was not in His plan to override the free will and character of people. He wants them to change because they are changed from within. So, I found that I had to learn to deal with people the best way that I could. And eventually I was delivered in a way that was not my first choice, but was something I was mighty glad to get.

In the case of the Israelites, God waited and the people had to work harder for a while as slaves of the Egyptians. But He had not ignored their cries, and eventually He used Moses to deliver them in a powerful way from Egypt. We have to understand that God does not always solve our problems immediately or in a way that makes it the easiest for us. But He does deliver us in the end. The Father truly knows best how to manage His people.