***On July 17, 2015, this tribute to Paul Pearson (John's oldest brother)
was read at a memorial service honoring Paul.***

From Chapter 18: The Systems Bucket

***Mastering the Management Buckets:
20 Critical Competencies for Leading Your Business or Nonprofit***
by John Pearson

Ball #1: Add Process Management to Your Resume
Mentor your people to "think systems."

There are genuine experts in your circle who are gifted process managers and systems thinkers.

My brother, Paul, is one of those wonderful MBA types: trained as an engineer, but happiest when serving people in a general manager's role. He has brains and a heart. He's mentored me often through the years, but I still need the brain transplant.

One year at Christian Management Association's annual leadership and management conference in Nashville, Paul volunteered to lead the three-ring binder assembly team. Paul's team members were all in the local rescue mission's rehabilitation program.

On game day, Paul set up the process and the system, assigned the men to the various stations, explained how and why the binders would help managers around the world, and then inspired his men to work as a team. I would have been happy with that. Not Paul! He's a fully devoted systems guy.

Thirty minutes into the binder marathon, he stopped the assembly line and held a team meeting. Paul began, "Okay ... now that you see the big picture and your part of the process, what do you recommend we change to make this system run smoother, smarter and simpler?"

The men from rehab, valued people in God's and in Paul's eyes, were at first unprepared for their new consulting roles. But first one and then another made suggestions and, as Paul told me later, they could hardly wait to get back to work to improve the system.

But it didn't stop there. At the end of a fun but physically taxing day, Paul gathered the troops again for his management crème de la crème.

After thanking them for their magnificent teamwork, he added this:
**"When you graduate from your program at the rescue mission,
be sure to add this to your resume.
Tell future employers that you have experience in process management
and that you worked on a just-in-time production assembly line."**

The broad smiles and high-fives in response reverberated across the room. God smiled, too.

Mentor your people to "think systems." You'll see pure genius ooze out routinely. You'll bless your people and they'll bless you.