

## KNOW THE CONDITION OF YOUR FLOCK

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The second important people management principle I keep is found in Proverbs 27:23 (NASB) which says, "Know well the condition of your flocks, and pay attention to your herds." If you read up to verse 27, it says that if you do this, there will always be food in your house and you will even have enough money to buy more land! Isn't that wonderful? And all you have to do is to know well the condition of your people and pay attention to their needs!

Can I ask you a question? Para sa iyo, what would be the most important question you can ask your people? Is it, "Kamusta na ang benta mo? Are you meeting your KPIs (Key Performance Indicators)?" O kaya, "How well are you managing your processes?" Dati 'yan ang tanong ko sa mga tao ko. But today, as I learn from Proverbs 27, the most important question I ask them is, "Kamusta ka na?"

When I ask this, I am not just concerned about their job, their targets or their KPIs only; I also want to know how they are doing at home, how their health is, how they are getting along with their peers, how they are dealing with the challenges of work and the customers, etc., etc. Pakialamero, ano?

When I ask these questions, people would normally say, "Okay lang, ho." Maski alam kong may pinagdadaan silang problema. So I make it a point to probe deeper. Normally, I do this while having a meal with them because I noticed people are often relaxed when they are eating. Besides, pag pinagagalitan ko sila hindi sila makasagot kasi their mouths are full. Ha ha ha! Joke lang.

By wanting to know the condition of my people, I do not mean that I pamper them. No, quite the opposite. By knowing how they are doing, I get to see who are lazy, who have personal struggles or maybe even health issues. I also get to know if there are conflicts inside the company. If I can, I help address their concerns ASAP because I realized that if these issues are not addressed early and properly, they may become complicated to handle. Besides, some of these concerns may slow them down; thus, affecting the overall performance of our team. By addressing them early, I am able to help them achieve their full potential so we can all take advantage of the opportunities that come our way.

The individual health of your people will determine the overall health of your organization. And their individual successes will decide your own success. That is why it is essential to know the condition of your flocks.