

# Insights from Tad Edwards of Benjamin F. Edwards & Co.

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## Video Notes

## Discussion Questions

Please read the scriptures and use these questions as a guide for the group.

### 1. What are your takeaways from this video?

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- a. In what ways do you think Tad's approach to prospective and existing employees may be unconventional?

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Read Exodus 18:19-21, when Moses' father-in-law, Jethro, told Moses; *"Listen now to me and I will give you some advice, and may God be with you. You must be the people's representative before God and bring their disputes to him. <sup>20</sup>Teach them his decrees and instructions, and show them the way they are to live and how they are to behave. <sup>21</sup>But select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens."*

### 2. What are some ideas that Tad shared about identifying talent that relate to what Jethro shared with Moses?

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- a. How do you feel about the time and focus it requires in hiring to adhere to the wisdom of Tad and Jethro?

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Although Jesus had a clearly stated mission of seeking and saving the lost, he found time to care for his followers. In Matthew 15:32 we read, *“Jesus called his disciples to him and said, ‘I have compassion for these people; they have already been with me three days and have nothing to eat. I do not want to send them away hungry, or they may collapse on the way.’”*

- 3. What were some ways Tad cared for his employees and showed them not only compassion, but dignity and worth as well? What were some ways he chose to help them fit into the culture and the organization?**

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1 Peter 2:17 says, *“Show proper respect to everyone, love the family of believers, fear God, honor the emperor.”*

- 4. What can you learn from this verse and from Tad’s approach to handling those who many would consider hiring mistakes?**

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- 5. Tad wrapped up with the following four recommendations. What would be your biggest hurdles in implementing these in your workplace?**

- a. Find people you trust
- b. Get people aligned around the vision
- c. Find the right team to implement the vision
- d. Look for those who share the credit for success

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## Going Deeper

This section is an extension of the above materials and is designed for a deeper study/devotion on your own. The Bible is the best resource that can be used to guide our personal and business lives in order to glorify God. In this segment, you will be provided a scripture and then you are to indicate either: (1) *how to* use it as a guide in appreciating your employees in your business practices, or (2) *how it has* helped you already practice it by giving an example.

**Psalms 78:72** (NIV) *“And David shepherded them with integrity of heart; with skillful hands he led them.”*

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**Ezekiel 34:12** (NIV) *“As a shepherd looks after his scattered flock when he is with them, so will I look after my sheep. I will rescue them from all the places where they were scattered on a day of clouds and darkness.”*

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**Ezekiel 34:16** (NIV) *“I will search for the lost and bring back the strays. I will bind up the injured and strengthen the weak, but the sleek and the strong I will destroy. I will shepherd the flock with justice.”*

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**John 10:14** (NIV) *“I am the good shepherd; I know my sheep and my sheep know me”*

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**1 Peter 5:2** (NIV) *“Be shepherds of God’s flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve.”*

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