

# Getting the Right People on the Bus

At daybreak he called together all of his disciples and chose twelve of them to be apostles.

Luke 6:13

A popular business book states that effective organizations get the right people on the bus, meaning the right people in places of leadership. When the right people are in the strategic roles, the company can ascend to any height. But, if the wrong people are on the bus, the organization is doomed to flounder regardless of the vision, values, strategies, marketing, and management of the leadership.

Putting the right people in the right place at the right time is a critical need for an effective leader. Select the right people, and churches, business, and organizations thrive. Select the wrong people, and the door swings open for problems that stifle growth and productivity and hurt credibility.

The concern of Jesus was not about programs or structure or organization but about people. Jesus selected his disciples before he ever organized an evangelistic campaign or even preached a sermon in public. People were to be his method of reaching the world. It was just that simple.

No evidence of haste is apparent in Jesus' selection process, only determination. Initially one might wonder if Jesus selected the right people for the right job. They lacked the professional training, academic training, and sophistication of their day. One might wonder how Jesus could ever use them. They were not the kind of people one would expect to turn the world upside down. But as it turned out, these men became the leaders of the early church. Their influence can be felt throughout the pages of history. Jesus got the right people on

the bus.

As a leader you would do well to select people that display these qualities:

*Calling*—They are motivated by something deep within themselves, not by the accomplishments of outward adornments.

*Character*—They possess a high standard of living based on a personal code of morality that doesn't succumb to the whim of the moment or the dictates of the majority.

*Commitment*—They display spiritual authenticity over time.

*Compatibility*—They show a job fit, a relational fit, a skill fit, and a passion fit.

*Contribution*—They function as a part of a team.

*Coachability*—They are trainable and teachable.

Get the right people on the bus, and it makes all the difference in the world.