
MONDAY MANNA
Aug 11, 2025**CREATING 'HOLY DISRUPTION' IN THE WORKPLACE**
By Chris Simpson

"Best practices" have long been prized in leadership. They offer efficiency, eliminate unnecessary reinvention, and leverage the accumulated wisdom of those who have gone before. Likewise, industry standards provide structured frameworks – enabling professionals and organizations to operate with greater clarity and consistency.

Early in my career with the United States Secret Service, I quickly learned the value of such structures. There was a straightforward ethos – "the way we do it." These standards created stability in moments of uncertainty, offering a series of 'street-lamps' to guide me when times became hectic, if not chaotic.

Yet a crucial question remains: What happens when "the way we do it" is profitable and efficient – but profoundly misaligned with God's purposes? Scripture speaks directly to this tension. As Israel prepared to enter the Promised Land – to engage a people whose practices and systems seemed to "work" by the world's standards – God warned Moses on Mount Sinai: "Take care, lest you make a covenant with the inhabitants of the land to which you go, lest it become a snare in your midst" (Exodus 34:12).

For all its innovation and achievement, the marketplace is not immune to snares. Global economic systems – remarkable in many respects – are often built without reference to the dignity of the human person or the righteousness of God. They are driven primarily by the cold metrics of profit, efficiency, and growth. And where God's character is not the foundation, corruption, exploitation, and idolatry are never far behind, even when operating under the banner of "best practice."

For Christian leaders, discernment is not optional; it is essential. As a people set apart by God, we cannot uncritically adopt the standards around us. Every practice, policy, and partnership must be measured against the character of Christ and the truth of His Word.

But discernment alone is not enough. The calling from Sinai goes further. God's instruction to His people was not merely to avoid compromise, but also to actively reshape the environment: "You shall tear down their altars and break their pillars..." (Exodus 34:13). In the professional realm, this is a summons not only to personal integrity but also to institutional transformation. Christian executives, entrepreneurs, and professionals are called to be agents of renewal – advancing practices and building organizations that reflect God's justice, beauty, and truth.

We are not tasked with rejecting excellence; we are called to redefine it. We are not called to abandon the marketplace; we are sent to redeem it. We are not called to build private empires; we are invited to steward influence for the sake of God's Kingdom. As the writer of Hebrews reminds us, we seek "the city that has foundations, whose designer and builder is God" (Hebrews 11:10). This is the work of holy disruption, and I pray you are ready for it:

- To operate with excellence shaped by righteousness.
- To lead with wisdom governed by humility.

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- To build with power directed by love.

© 2025. Christopher C. Simpson is dedicated to fostering a bold and triumphant Christian faith within the global marketplace, driven by a deep conviction in the Gospel's transformative power. Before becoming President of CBMC International, Chris dedicated 28 years to a distinguished career in the public sector – as a Commanding Officer in the U.S. Marine Corps; and serving in the U. S. Secret Service, responsible for protecting seven American presidents and leading elite teams in complex, high-stakes international missions. With his wife Ana, a native of Nicaragua, and their three children, Chris resides in Boca Raton, Florida.

Reflection/Discussion Questions

1. What areas of your professional life have you accepted as “normal” without considering whether they align with God’s character?
2. How can you discern whether a “best practice” is merely effective or truly godly? What criteria can guide that discernment?
3. Why might it be easier to conform to existing standards rather than engage in the work of holy disruption? What holds us back?
4. Where do you see opportunities in your sphere of influence to lead cultural renewal or transformation, rather than simply operating within the status quo?

Challenge for This Week

Audit your leadership. Identify one area of your business or professional life - perhaps a hiring process, a client engagement, or a standard of success – and ask: Is this aligned with the character of Christ? If not, prayerfully consider how you might begin to reshape it, even in small but meaningful ways, to reflect God's justice, wisdom, and grace.

Then, invite others into the process. Engage a colleague, a mentor, or members of your CBMC team – not just to encourage you, but to help you discern. Ask them to speak into your audit, offering biblical insight, wise counsel, and shared accountability as you seek to lead more faithfully.

Holy disruption does not begin with institutions. It begins with men and women willing to be examined, refined, and set apart for the glory of Christ.

May we, by God's grace, be leaders who not only succeed in the marketplace, but who point – through every decision, every standard, and every practice under our influence – to the surpassing worth of Jesus Christ. Earnings will pass. Christ's glory will not.

NOTE:

If you have a Bible and would like to read more, consider the following passages:
Micah 6:8; Proverbs 11:1; Matthew 5:14-16; Romans 12:2; Colossians 3:23-24

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