

## Exodus, Chapter 18

**18:1**

When Jethro, the priest of Midian, Moses' father in law, heard of all that God had done for Moses, and for Israel his people, and that the LORD had brought Israel out of Egypt;

**18:2**

Then Jethro, Moses' father in law, took Zipporah, Moses' wife, after he had sent her back,

**18:3**

And her two sons; of which the name of the one was Gershom; for he said, I have been an alien in a strange land:

**18:4**

And the name of the other was Eliezer; for the God of my father, said he, was mine help, and delivered me from the sword of Pharaoh:

**18:5**

And Jethro, Moses' father in law, came with his sons and his wife unto Moses into the wilderness, where he encamped at the mount of God:

**18:6**

And he said unto Moses, I thy father in law Jethro am come unto thee, and thy wife, and her two sons with her.

**18:7**

And Moses went out to meet his father in law, and did obeisance, and kissed him; and they asked each other of their welfare; and they came into the tent.

**18:8**

And Moses told his father in law all that the LORD had done unto Pharaoh and to the Egyptians for Israel's sake, and all the travail that had come upon them by the way, and how the LORD delivered them.

**18:9**

And Jethro rejoiced for all the goodness which the LORD had done to Israel, whom he had delivered out of the hand of the Egyptians.

**18:10**

And Jethro said, Blessed be the LORD, who hath delivered you out of the hand of the Egyptians, and out of the hand of Pharaoh, who hath delivered the people from under the hand of the Egyptians.

**18:11**

Now I know that the LORD is greater than all gods: for in the thing wherein they dealt proudly he was above them.

**18:12**

And Jethro, Moses' father in law, took a burnt offering and sacrifices for God: and Aaron came, and all the elders of Israel, to eat bread with Moses' father in law before God.

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**18:13**

And it came to pass on the morrow, that Moses sat to judge the people: and the people stood by [stood around waiting for] Moses from the morning unto the evening.

**18:14**

And when Moses' father in law saw all [the hard work and long hours] that he did to the people, he said, What is this thing that thou doest to the people? why sittest thou thyself [working late hours all] alone, and all the people stand by [stand around doing nothing and waiting for] thee from morning unto even?

**18:15**

And Moses said unto his father in law, Because the people come unto me to enquire of God [they don't know what to do without me]:

**18:16**

When they have a matter [or when they get stuck] , they come unto me; and I judge between one and another [course of action], and I do make them know the statutes of God [what's the right way to do it], and his laws.

**18:17**

And Moses' father in law said unto him, The thing that thou doest is not good [good management practices].

**18:18**

Thou wilt surely wear away [with high blood pressure, worry and lost sleep], both thou, and this people that is with thee [will waste time and energy]: for this thing is too heavy for thee; [you can't do it along] thou art not able to perform it thyself alone [this not a job for one man].

**18:19**

Hearken now unto my voice, I will give thee counsel [and be your consultant], and God shall be with thee [and you'll see success]: Be thou for the people to God-ward [interfacing with the external business environment], that thou mayest bring the causes unto God [profitability and growth]:

**18:20**

And thou shalt teach them ordinances and laws [corporate policies], and shalt shew them the way wherein they must walk [and standard operating procedures], and the [management training they need for ] work that they must do.

**18:21**

Moreover thou shalt provide [professional managers] out of all the people able [professional] men, such as fear God, men of truth, hating covetousness; and place such over them [appointed as], to be rulers of thousands [CEOs], and rulers of hundreds [Division managers], rulers of fifties [Department managers], and rulers of tens [supervisors]:

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### 18:22

And let them [manage] judge the people at all seasons [24/7]: and it shall be, that every great matter [of corporate strategy] they shall bring unto thee, but every small [routine operational] matter they shall [manage] judge: so shall it be easier for thyself [to run the business], and they shall bear the burden [share corporate responsibility] with thee.

### 18:23

If thou shalt do this thing [best management practices], and God command thee so [to delegate and empower], then thou shalt be able to endure [survive in today's competitive market], and all this people shall also go to their place [in their Florida retirement home] in peace.

### 18:24

So Moses hearkened to the voice of his [management consultant] father in law, and did all [the change management project] that he had said.

### 18:25

And Moses chose [recruited] able men [professional managers] out of all [Monster.com] Israel, and made them heads over the people [corporate executives], rulers of thousands [CEOs], rulers of hundreds [Division managers], rulers of fifties [Department managers], and rulers of tens [Supervisors].

### 18:26

And they judged [managed] the people [employees] at all seasons [24/7]: the hard [corporate strategy] causes they brought unto Moses [the Owner/CEO], but every small [daily operational] matter they judged [managed by] themselves.

### 18:27

And Moses let his father in law depart [on the successful completion of the consulting project]; and he went his way into his own land [with professional satisfaction].

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Note: [text in square brackets added by the undersigned]