

LeaderImpact Podcast – Episode #16 – Reimagine Your Work – John Bakker

Release Date – August 3, 2022.

Episode Summary:

John has 25 years of experience in the auto industry as an engineer, manufacturer and leader. In 2009, John became an entrepreneur and founded Bakker Tailored Staffing, a niche recruiting and staffing firm that has earned a reputation for service, reliability and professionalism. In 2020, after a conversation with a Not for Profit leader struggling with the impact of the pandemic, John launched Bakker Business Services. A division focused on helping Not for Profits and Small Midsize Businesses thrive.

As a leader, one of John's more significant accomplishments was the formation of a 100+ person project team that successfully launched a high-visibility project with a total capital expenditure of more than \$600M.

Outside the office, John spends his time working with several local, national and international not-for-profit organizations. He has served as mentor, advisor, speaker, board director and board chair — and is known for his thoughtful, caring and strategic advice.

John is a Professional Engineer, a graduate of Queen's University School of Engineering, and holds an Executive MBA at the University of Toronto, Rotman School of Management. Join us now for a conversation with John on how you can reimagine your work through redemptive entrepreneurship; A place of truth, grace and connectedness in your personal, professional and spiritual journey.

How to contact John:

- LinkedIn – John Bakker

Books Mentioned in this Episode:

- *Start with Why: How Great Leaders Inspire Everyone to Take Action* by Simon Sinek
- *The Redemptive Business: A Playbook for Leaders* – Praxis Labs
- *The Redemptive Nonprofit: A Playbook for Leaders* – Praxis Labs
- *Reinventing Organizations: A Guide to Creating Organizations Inspired by the Next Stage of Human Consciousness* – Frederic Laloux
- *No Rules Rules: Netflix and the Culture of Reinvention* – Reed Hastings and Erin Meyer
- *Dismissing Jesus: How We Evade the Way of the Cross* – Douglas M Jones and Peter Leithart

SHOW NOTES

- *Didn't See it Coming: Overcoming the 7 Greatest Challenges that No One Expects and Everyone Experiences* – Carey Nieuwhof
- *Finishing Well: The Adventure of Life Beyond Halftime* – Bob P. Buford and Ken Blanchard
- *Halftime: Moving from Success to Significance* – Bob P. Buford and Jim Collins

Show Notes:

0:00 – Introduction of John Bakker

3:35 – John shares about his persona and professional life

6:45 – How John moved from the automotive industry to a staffing company

- 7:20 – How John's upbringing affected his professional life
- 8:15 – The values John had growing up

10:05 – How the 2008 global financial crisis forced his professional career

- 11:10 – Moved from focusing and prioritizing outcomes to focusing and prioritizing relationships
- 11:45 – At the same time his wife was diagnosed with cancer

12:00 – 10 days after hearing the news of his plant closure he was on trip to Zambia

- 12:52 – Had a vision on how he could incorporate his personal, professional, and spiritual lives
- 14:10 – Was offered position elsewhere, but he stuck to his vision
- 14:55 – Experiences that led to him having a staffing company
- 15:38 – What he learned about trust

16:32 – How Covid-19 affected his business

- 16:35 – In 2018 they learned they were losing their biggest contract and then Covid happened.
- 17:04 – How his team pivoted and responded to Covid

18:10 – How they used the infrastructure for their company to help not-for-profit organizations

[What can we do to make the world a little more beautiful after we have been there? ~John Bakker](#)

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20:30 – Redemptive entrepreneurship

- 21:12 – 3 types of organizations:
 - 21:30 – Exploitive organizations – zero sum – I win you lose. I do what I need to do to get ahead
 - 21:43 – Ethical organizations – do good and be good – respect people instead of exploiting them, but still focused on your own agenda
 - 22:00 – Redemptive organizations – orienting strategies to step into areas of injustice – coming from a leadership of intent of sacrificing to benefit others. Focusing on others

If you spend time aligning your relationships you will create meaningful work. ~John Bakker

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- 22:52 – 3 dimensions:
 - 22:54 – Strategy – What you do
 - 22:58 – Operation – How you do it – culture and how you deal with people
 - 23:04 – Leadership intent – Why you do something
- 23:45 – About redeeming and restoring what is broken
- 24:45 – They want to leave people with a better feeling about their industry because of them
- 25:15 – The How becomes important. What do other people say about them? What are the core values and the things you want to be known for, and then everything has to align with that.

Culture is like magnet, it attracts and it repels.

~John Bakker

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- 26:48 – How not to sacrifice culture in financially difficult times
 - 27:00 – John’s conversation with a young woman
 - 27:37 – Spend time talking with people about what is important to you
 - 28:35 – Build relationships where people know you care, and you can do that outside of work.
 - 29:00 – Build a transition plan on how you can make it your job, and an accountability system to make sure you stay with it because it is hard to do alone.

- 29:10 - Most of all you need courage
- 29:25 – Invite a team of people to help you

If you don't believe you can do it, no one else will.

~John Bakker

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- 29:52 – How you can breakdown barriers with kindness
 - 30:10 – You can't curious without being humble. And you can't be humble without being teachable. Ask questions where you listen.

Kindness is a super power! – John's granddaughter

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32:02 – How our lives are integrated

- 32:40 – How our spiritual compass will guide us
- 32:55 – How you spend your money and your time will give you clues to your compass
- 33:10 – John shares what his compass was early in his career and how it affected his relationships
- 34:20 – How Jesus because his compass
- 35:10 – How his compass affects all of his decisions and his guiding principles
- 36:01 – How he is not driven by fear.

You are driven by what you believe to be true.

~John Bakker

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- 36:55 – Information provided by Praxis Labs on redemptive entrepreneurship

38:05 – How John got involved with LeaderImpact

- 40:05 – How groups John has been involved with have followed Jesus' teachings
- 41:35 – Different relationships John has had in groups

People will be drawn to us if we are transformed.

~John Bakker

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SHOW NOTES

45:15 – Leadership books John recommends

- 45:49 - *Reinventing Organizations: A Guide to Creating Organizations Inspired by the Next Stage of Human Consciousness* – Frederic Laloux
 - How to make the transition from highly structured organizations to self-managed teams
- 46:17 - *No Rules Rules: Netflix and the Culture of Reinvention* – Reed Hastings and Erin Meyer
- 46:35 - *Dismissing Jesus: How We Evade the Way of the Cross* – Douglas M Jones and Peter Leithart
- 46:58 - *Didn't See it Coming: Overcoming the 7 Greatest Challenges that No One Expects and Everyone Experiences* – Carey Nieuwhof

48:02 – The faith legacy John would like to leave

- 48:42 – He loved well

49:02 – What brings John the greatest joy