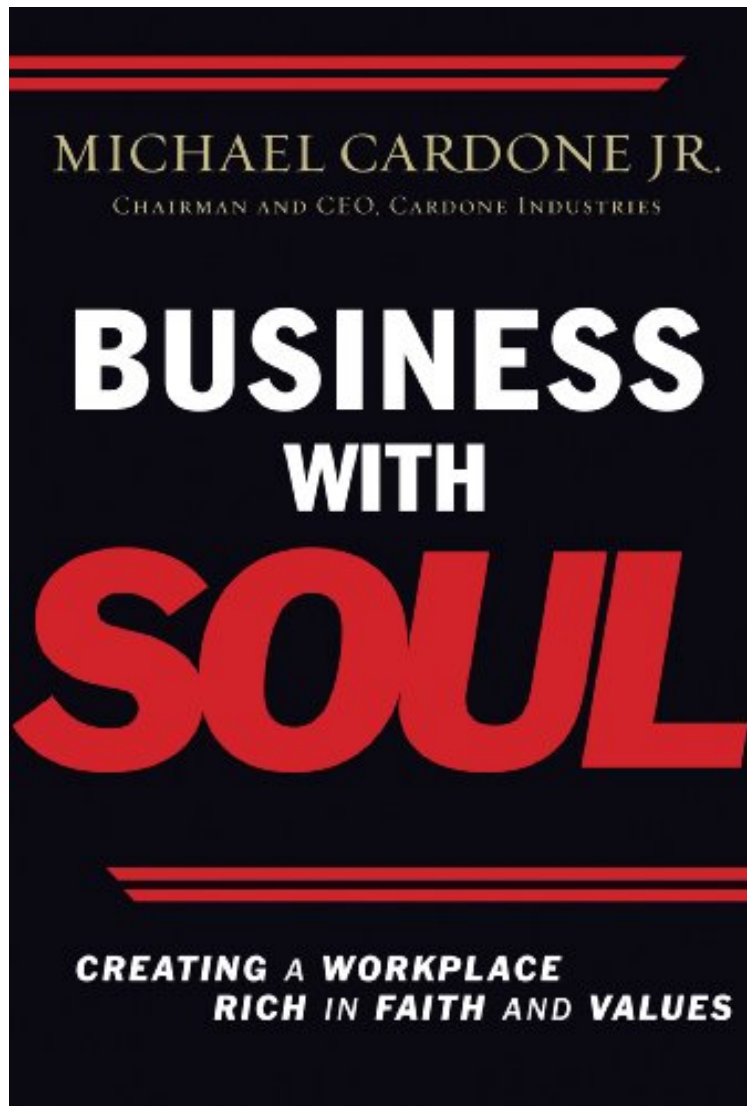


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## **Business With Soul: Creating a Workplace Rich in Faith and Values**

*Michael Cardone*

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**Michael Cardone : Business With Soul: Creating a Workplace Rich in Faith and Values** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Business With Soul: Creating a Workplace Rich in Faith and Values:

0 of 0 people found the following review helpful. Excellent leadership book  
By Casey's mom  
This book is an excellent one for those interested in modeling the "servant leader" model (Jesus) in the workplace. I was very inspired by the author's personal testimony and the stories of his business. As a Christian administrator, I have already implemented many of the ideas from this book. The three traits to look for when hiring new employees (character, commitment and teachable spirit) have guided me in the hiring process. The questions at the end of each chapter are ones to apply to

yourself and your business which were very helpful. If you are a follower of Jesus and have a leadership role in your workplace, you will love this book!

2 of 3 people found the following review helpful. We are God's workmanship, created in Christ Jesus to do good works, which God has prepared in advance for us to do. Eph 2:10

By Samuel P. Thevanayagam

I was associated with the Cardone Family for 12 years as an employee at Cardone Industries. I have a unique perspective as a non family member to have served 3 generations of Cardones- Mr. Michael Cardone Snr, Michael Cardone Jnr (the author) and his son Michael 3. I first met Michael Cardone Jnr when he spoke at an MBA graduation dinner at Oral Roberts University in 1987. As I listened to this businessman from Philadelphia my mind wondered what it would be like to work for him. The bible says that God gives us the desires of our heart. Many times in our lives we don't know what the future holds or can't wrap our head around what the next steps ought to be. This was one of those times for me. It is in those times the following scripture holds true... We are God's workmanship, created in Christ Jesus to do good works, which God has prepared in advance for us to do. Eph 2:10.

I had a job working for Cardone Industries as a leader in training in Feb 1988, 4 months before I graduated. These were tough economic times that rival current economic conditions- truly a miracle from God and answer to prayer. I then shook hands with Michael at my graduation from College when he was on stage as a regent at Oral Roberts University. Was a special occasion for me as I had not completed high school and did not have family members in attendance at my most memorable academic feat graduating magna cum laude with a job waiting me in Philadelphia. I went to work at Cardone Industries soon after in August of 1988. It was as if this industrial complex and its people were going to become my family away from my own in far away Sri Lanka. I went to work quickly learning the remanufacturing business with its complexities and nuances. It was within 7 months that Mr. Cardone Snr (the author's Dad founder) took me on to train under him as a leader in training in remanufacturing water pumps. Mr. Cardone would call me every night at dinner time to ask me how many rejects we had. When I gave him a reason that was an excuse and not a solution he would say "Sam T we went to the moon... figure it out". Sometimes I would get so frustrated I nearly started a research project at the town library on what it would cost to go to the moon!! I was probably the last leader that Mr. Cardone developed before his passing away. Even though his teaching methods were sometimes hard and punitive I still remember the lessons taught by him. My career has taken me around the globe developing sources of supply in across various categories and industries. I am still applying those principals I learnt at Cardone of quality, people development, continuous improvement and servant leadership. I was the first leader promoted to executive leadership as Vice President hired after Michael Cardone Jr. assumed leadership of Cardone Industries. I remember getting Michael ready for his annual meetings when he was appointed on the board of MEMA (Motor Equipment Manufacturers Association). Reading Business with Soul also helped me realize another important fact. My Procurement team I had prepared our annual strategy by category in the area of Supplier Development Strategic Sourcing. I had given Michael his copy just before Christmas break. The first week of the following year I got feedback from him by email that he had read our strategy in its entirety and had follow up questions. When I saw him next he was very complimentary of our process and effort of work done, format we used even the colors on the charts presenting our current and future state. In reading the book I now have insight that Michael's attention span and ability to process information in lightening speed required his leadership to present information in a manner that would draw him in. Lesson Learned - know your audience. Sometimes in large companies the biggest sales are those that you do internally with leadership and management. I was asked by the Board of Directors at Cardone while being promoted Vice President what some of the shortcomings were of the company. I could not come up with one. Not that I worked at a perfect company but felt that I had the power to change those things around me that needed improvement. It was the kind of empowerment that was part of the culture at Cardone Industries. The Cardone family along with Frank Zgrablich, Rich Caccese, Mark Spuler Joe Beretta all of whom were part of the leadership at Cardone surrounded me at the most tender parts of my life- the passing away of my parents under tragic sudden circumstances, my wedding, and the birth of my sons. Yes that industrial complex scattered around north east Philadelphia (some in not so nice neighborhoods) had become an extended family to me. To this day when significant things happen in my life (including the birth of my two daughters) I remember the special family that I had the privilege of being part of.

In summary, Michael Cardone is the real deal who models the values and work ethic he expects in others. He is an inspiration to those who have the privilege to work for him and in his sphere of influence. Michael (as he likes to be addressed) is called by God to a market place where God's voice is heard small and His light is seen dim. Michael continuous to be a pioneer as a minister of business creating work, developing leaders, strengthening families, giving generously and introducing multitudes to their creator. In this the work of those Michael touches will exceed his and in that His creator will be well pleased.

0 of 0 people found the following review helpful. The power of a strong business culture

By Evan Curry

As Dean, School of Business, Cairn University, this will be required reading for our human resources course. An excellent example of ministry in business, faith in the workplace, servant leadership, and the power of a strong business culture.

Faith. Prayer. Generosity. Servant leadership . . . While such words rarely make the cut in today's business acumen, CARDONE Industries has put them into action for nearly four decades to build one of the nation's most

successful manufacturing firms. With more than 5,000 employees worldwide, Michael Cardone Jr., president of CARDONE Industries, argues that no matter the economic climate, leaders can establish sound principles that will strengthen any company's bottom line. Cardone writes, "Deep within, I know I am a businessman with a soul; and as a natural extension of myself, I want to create a business with soul." And what he started with his father 40 years ago is more profitable, better focused, and stronger than ever. In *Business with Soul*, Cardone introduces the Triple Bottom Line—among other principles—as he challenges leaders to measure their company's success by its financial, social, and spiritual prosperity. In an engaging and relevant conversation on leadership essentials, he shares practical, profitable ideas that will help you: Identify the greater purpose for your business Develop servant leadership across company lines Communicate effectively to management, employees, and customers Build morale, inspire creativity, and boost retention Pursue excellence and exceed customer expectations Improve business by drawing more from God's infinite wisdom Packed with valuable insight, practical examples, and tools you can implement in your company. *Business with Soul* is a plan for not only surviving in business today—but thriving in ways you only imagined.