

Servant Leadership



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July 22, 2017

Reid Temple AME Church

What is our purpose for this session?

- **Why are you here?**
- **What do you hope to get out of the session?**
- **Rules of Engagement**



Outline for Session

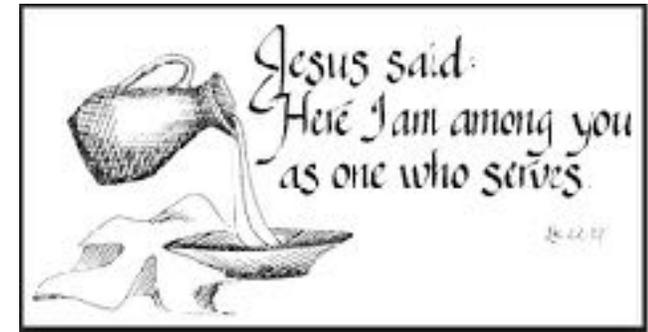
- **Define leadership**
- **Explore the meaning of “servant leadership”**
- **Explore the four domains of leading like Jesus**
- **Close by reiterating why leading like Jesus (servant leadership) is important**



References

My approach to leadership has been influenced by many people and experiences.

- Ken Blanchard and Phil Hodges, Lead Like Jesus
- Noel Tichy, The Leadership Engine
- James M. Kouzes and Barry Z. Posner, Exemplary Leadership
- Laurie Beth Jones, Jesus CEO
- John C. Maxwell, The 21 Irrefutable Laws of Leadership
- Charles M. Farkas and Philippe De Backer, Maximum Leadership
- Jim Collins, Good to Great
- Worked as an administrator under 4 presidents and 5 chancellors



What is leadership?

It's about exerting influence.

“The essence of real leadership is assessing changing situations and motivating others to act in an appropriate manner. Leadership is more about thinking, judging, acting and motivating than it is about strategies, methodologies and tools.”
-Noel Tichy

“Leadership is a process of influence. Anytime you seek to influence the thinking, behavior, or development of people toward accomplishing a goal in their personal or professional lives, you are taking on the role of a leader.”

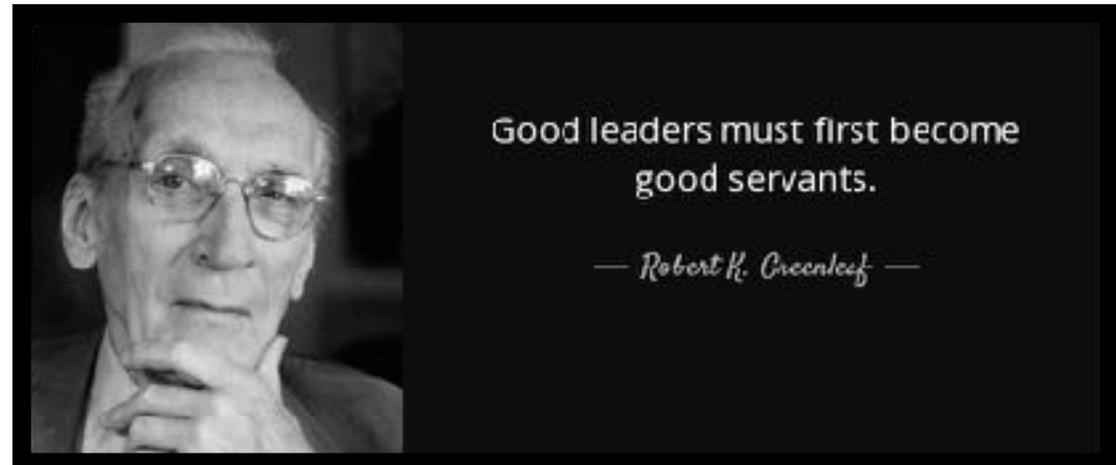
Blanchard and Hodges, Lead Like Jesus



What is Servant Leadership?

While servant leadership is a timeless concept, the phrase “servant leadership” was coined by Robert K. Greenleaf in *The Servant as Leader*, an essay that he first published in 1970. In that essay, Greenleaf said:

“The servant-leader is **servant first**... It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead. That person is sharply different from one who is leader first, perhaps because of the need to assuage an unusual power drive or to acquire material possessions... The leader-first and the servant-first are two extreme types. Between them there are shadings and blends that are part of the infinite variety of human nature.”



What is the meaning of “servant leadership?”

- **What did Jesus say?** 
- **“The real secret to leading like Jesus is found in Proverbs 3:5-6.”**
- **“For followers of Jesus, servant leadership isn’t an option; it’s a mandate.”**

• ²⁴ A dispute also arose among them as to which of them was considered to be greatest. ²⁵ Jesus said to them, “The kings of the Gentiles lord it over them; and those who exercise authority over them call themselves Benefactors. ²⁶ But you are not to be like that. Instead, the greatest among you should be like the youngest, and the one who rules like the one who serves. ²⁷ For who is greater, the one who is at the table or the one who serves? Is it not the one who is at the table? But I am among you as one who serves. (Luke 22:24-27)

• ²⁵ Jesus called them together and said, “You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. ²⁶ Not so with you. Instead, whoever wants to become great among you must be your servant, ²⁷ and whoever wants to be first must be your slave— ²⁸ just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.” (Matthew 20:25-28)

LEAD LIKE
JESUS

9 Qualities of the Servant Leader

- 1: Values diverse opinions**
- 2: Cultivates a culture of trust**
- 3: Develops other leaders**
- 4: Helps people with life issues**
- 5: Encourages**
- 6: Sells instead of tells**
- 7: Thinks you, not me**
- 8: Thinks long-term**
- 9: Acts with humility**



Source: Skip Prichard

The Four Domains of Leading Like Jesus

- **Heart:** “Leadership is first a spiritual matter of the heart.” Will you be motivated by self-interest or the benefit of those you are leading?
- **Head:** This is where your specific point of view about leadership is formed and maintained.
- **Hands:** The hands represent action. “Others will experience and observe what is in your heart and head when your motivations and beliefs about leadership affect your actions.”
- **Habits:** “Your habits are how you renew your daily commitment as a leader to serve rather than to be served.”

These are the keys to radically transforming your leadership!

The Four Domains of Leading Like Jesus



The HEART
Why Leaders Lead



The HEAD
What Leaders Think



The HANDS
What Leaders Do



The HABITS
How Leaders Stay on Track

The Heart of a Servant Leader

1. Am I a servant leader or a self-serving leader?

- Servant leaders put others first; self-serving leaders put themselves first.

2. Are you driven. . . or called?

- Ownership v. Loaned

3. How do you handle feedback?

4. Who/what do you trust? Who do you follow?



The Heart of a Servant Leader cont.

5. **Pride and Fear**

- Do you think more highly of yourself than you ought?
- We are to fear God and God only!

6. **Exalt God Only**

- “True worship means that your eyes are on God and not on others. He is your audience of One; everyone else is in the cast.”

7. **Leading like Jesus means leading with humility.**

- “...humility is a heart attitude that reflects a keen understanding of your limitations to accomplish something on your own.”



The Head of a Servant Leader

Two roles of servant leadership

1. A visionary role—setting the course and the destination
2. An implementation role—doing things right with a focus on serving



I think that leadership more than anything is about setting a course and describing a vision for people.

— Barack Obama —

The Head of a Servant Leader cont.

A compelling vision includes your values (also purpose and picture of the future)

- What do you stand for?
- On what principles will you make ongoing decisions? (choices)
- Love God and your neighbor
- “In your own season of leadership . . . Following Jesus and leading as He led will mean you are serving a higher purpose and being held accountable at a higher level in a way that will not be universally understood or applauded.”



The Hands of a Servant Leader

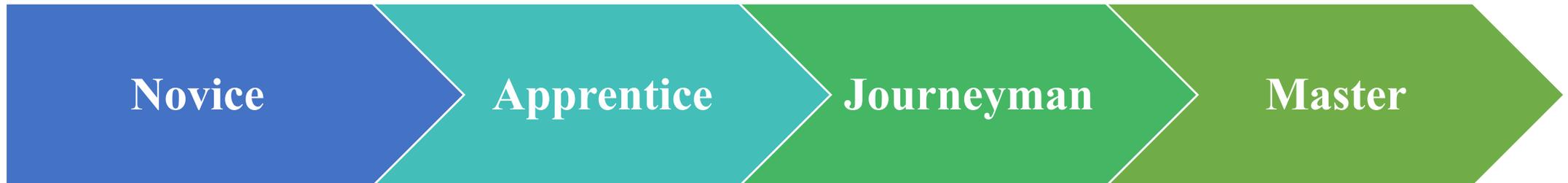
1. Being a performance coach is one of the duties of a servant leader.
2. Performance coaching has three components
 - Performance planning
 - Day-to-Day coaching (helping people to win)
 - Performance evaluation



Allyson Felix
2012: Three gold medals
(200m, 4x100m, 4x400m)

The Hands of a Servant Leader cont.

3. The objective is to create a partnership between the leader and the follower that constitutes a transformation process providing what the learner needs to advance to the next stage. *Jesus* led his disciples from call to commission and we are to lead our followers through their learning stages.
4. Followers have different needs depending upon their learning stage.



The Habits of a Servant Leader

The servant leader must master *five* key habits.

1. **Solitude** (Being completely alone with God away from all human contact for extended periods of time; Psalm 46:10)
2. **Prayer** (“... an essential act of the will that demonstrates whether we are really serious about living and leading like Jesus.”)
 - Pre-emptive Prayer
 - The ACTS method of prayer



The ACTS Prayer Model

A – Adoration: proclaiming who God is and the attributes of His character

C – Confession: personal cleansing, repentance, putting on of Christ's nature

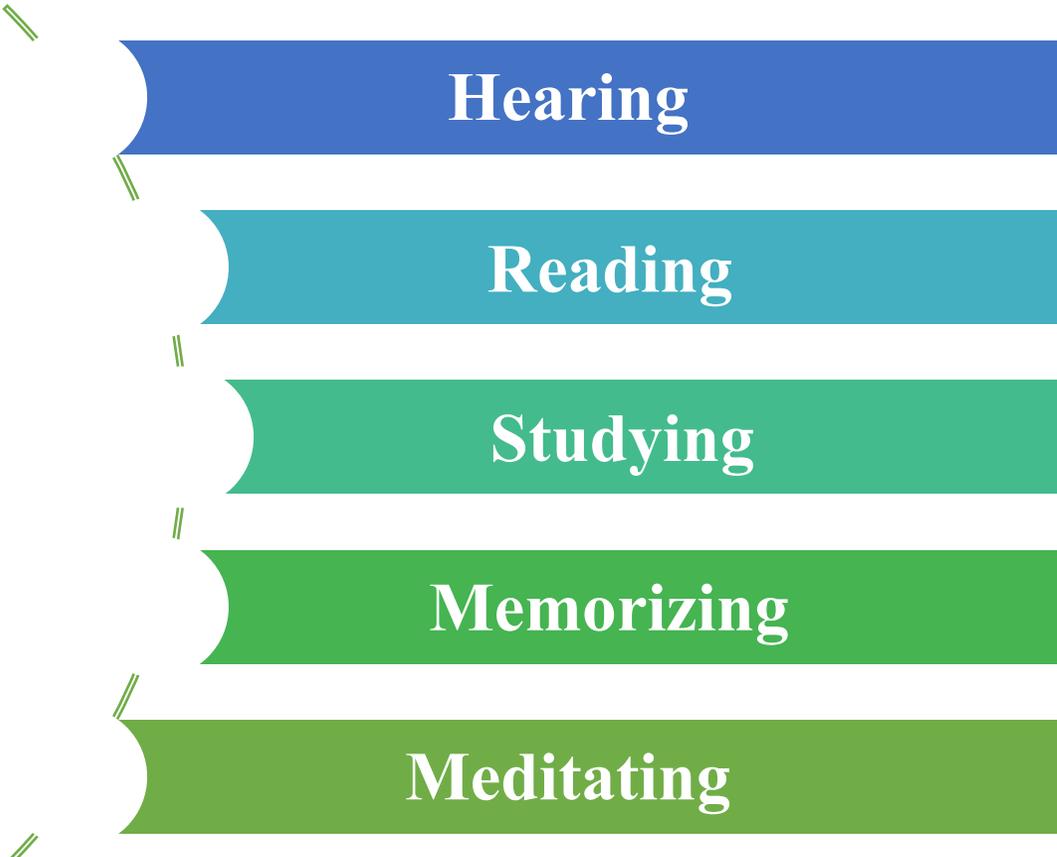
T – Thanksgiving: praise, remembering the works of the Lord, meditation

S – Supplication: asking, intercession, and petitioning according to His will

The Habits of a Servant Leader cont.

3. Study and application of scripture

5 Practical Ways



Hearing

Reading

Studying

Memorizing

Meditating

The Habits of a Servant Leader cont.

4. Accepting and responding to God's unconditional love

- To lead like Jesus, you must love Jesus and love like Jesus!
- “Nothing but the love of Christ will compel you to go cheerfully through the difficulties and discouragements you experience as a leader.”
- All persons need to be heard, praised, encouraged, and accepted, and your job as a leader is to practice these expressions of love. (Why?)



The Habits of a Servant Leader cont.

5. Involvement in supportive relationships.

- Servant leaders need “safe-harbor” relationships! This will enable us to avoid “two debilitating frames of mind and spirit—the victim and the martyr.”
- We all need trusted “truth-tellers.”
- Accountability Groups?



**Will we choose to lead like everyone else,
or will we choose to lead like **Jesus**
by practicing these *five* habits?**

Why Servant Leadership?

1

- **Leadership is primarily about results and relationships.**

2

- **Servant leadership provides better leadership.**

3

- **Live your life with God-Grounded confidence.**

4

- **Live a life full of integrity.**

5

- **“The issue is not just about commitment, but about submission.”**

Thank You

