Want Engaged Employees?

Become a Servant Leader
Servant Leadership? Servant-Leadership?

What is Servant Leadership?

“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.”

-Robert K. Greenleaf
Serving Others

“The best test is: do those served grow as persons; do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?”

-Robert K. Greenleaf
Manager? Leader?

Manager

- Planning
- Budgeting
- Organizing
- Problem-solving

Management is *doing*

Leader

- Influencing
- Getting commitment
- Inspiring
- Visionary

Leadership is *who* we are
Servant Leader?

Definition: The skill of influencing people to enthusiastically work towards goals that are identified as being for the common good, with character that inspires confidence.

Authentic
Vulnerable
Accepting
Present
Useful
Attributes of Servant Leadership

- Show self-control.
- Be kind.
- Be humble.
- Be respectful.

"It is amazing what you can accomplish if you do not care who gets the credit." — Henry S. Truman
Attributes of Servant Leadership

0 Be selfless.
0 Be forgiving.
0 Be honest.
0 Communicate well and trust will happen.

Your gifts are not about YOU
Leadership is not about YOU
Your purpose is not about YOU
A life of significance is about SERVING those who need your gifts, your leadership, your purpose.

Kevin Hall, author “Aspire”
Commitment

Definition: Sticking to your choice.
Choose to be a Servant Leader.

When a train goes through a tunnel and it gets dark, you don’t throw away the ticket and jump off. You sit still and trust the engineer.

~Corrie ten Boom~

www.spirituallythinking.blogspot.com
Ken Blanchard

Has written or co-authored over 60 books on leadership

Created (to my knowledge) the idea of a business fable

The Secret
SERVE

S      See the Future
E      Engage and Develop Others
R      Reinvent Continuously
V      Value Results and Relationships
E      Embody the Values
S – See the Future

Compelling vision of where you are going
What is the purpose of your team?
Where do you want your team to be in five years?
How many members of your team could tell you what the team is trying to become/achieve?
What values do you want to drive the behavior of your team?
How can you communicate your vision of the future to the team?

IFFI
E – Engage and Develop Others

You must have the right people to start with:

How much time do you invest looking for people for the organization?
What are the key characteristics you look for in people you select?
How often do you make a recruiting suggestion when you see good service?
E -- Engage

Must have buy-in for a cause, their work or their leader

Goals must be clearly defined
Must be well trained
Information is forthcoming and timely
Supervisor has confidence in employee
Supervisor is there when needed
Making a contribution to a team
Team is learning and growing
Clear boundaries
Accountable for results
Valued and appreciated
Developing Others

Creating expectations for learning and growing
Creating training and development opportunities
Providing educational resources
Mentoring
Reinvent Continuously

Leaders must continuously learn and enhance knowledge and skills
Reinvent to keep up with competitors and rate of change in the world
Reinvent systems and processes
Value Results and Relationships

Listen
Invest time
Care deeply
Accentuate the positive
Embody the Values

Embodying the values brings trust and credibility
Integrate the organizational values into a team
Communicate core values
Alter daily activities to create greater personal alignment with values
Recognize and reward people who embody the values
WHILE THE CAT IS AWAY

The Mice Shall Play
Would You Like This Dance?

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Vicky Baker
vbaker@mymcpl.org
816-521-7206