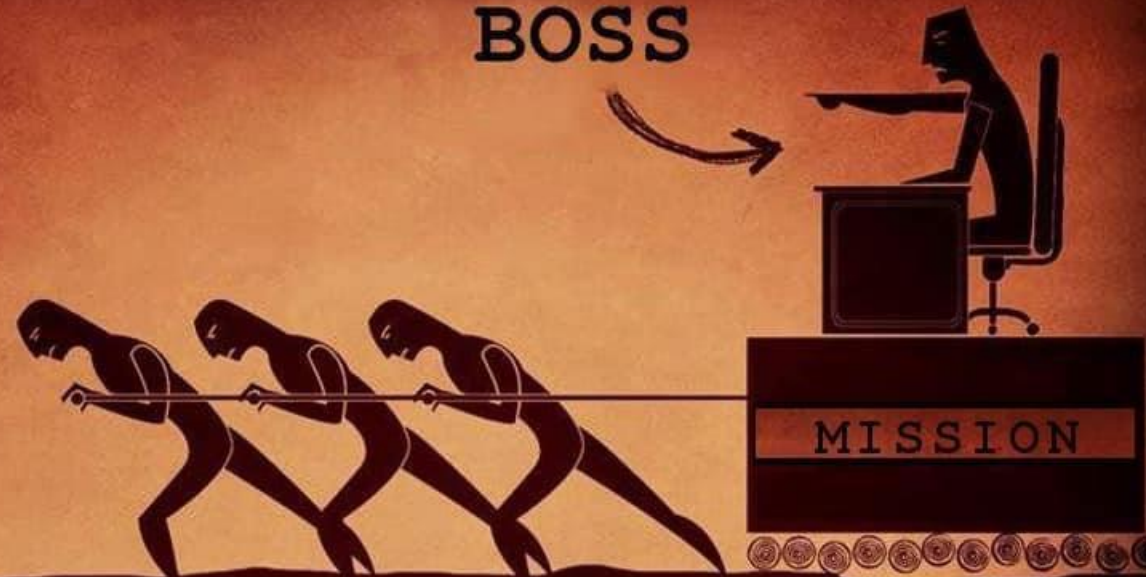


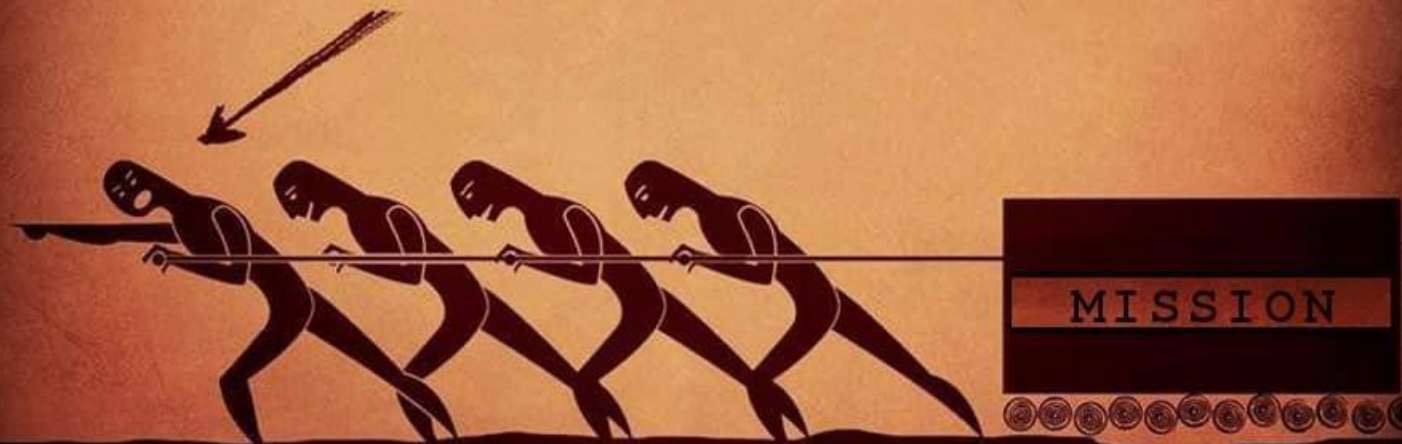
SERVANT LEADERSHIP

*“If you want to build a ship,
don’t drum up the men to gather wood,
divide the work and give orders.
Instead teach them to yearn for the vast
and endless sea.”*

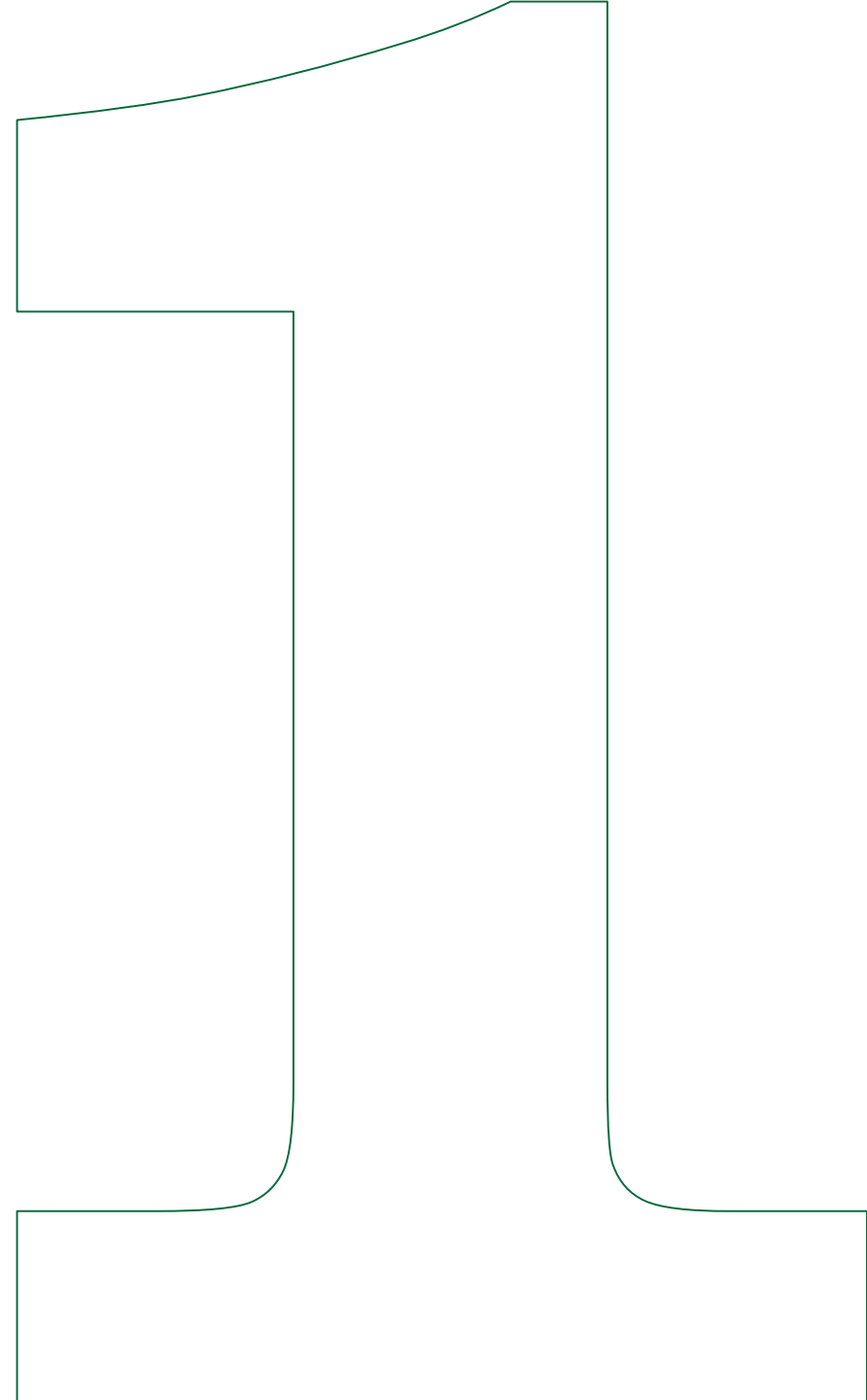
BOSS



LEADER



**PURSUE
SIGNIFICANCE**



**If you focus on success, you'll never reach significance.
If you focus on significance, you'll reach success.**



Success

=

**Accomplishments
(me centered)**



Significance

=

**Investments
(others centered)**

**LET YOUR
PURPOSE/GOALS
PRIORITIZE
YOUR LIFE**



**Don't get distracted.
The purpose is more important
than the emergencies.**

**Our people don't work for us.
We work for them!**

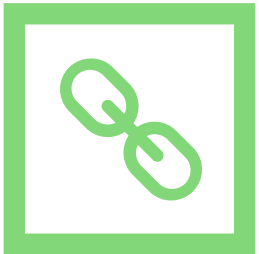
People don't work for the what.
They work for the why!



CREATE CLARITY



OVERCOMMUNICATE CLARITY



REINFORCE CLARITY

Goals start with the team. The team should own the goals and management should resource the team to accomplish the goals and create responsiveness in the team.
Help them win!

**LIVE THE LIFE
BEFORE YOU
LEAD OTHERS**




GET YOUR OWN ACT TOGETHER!

Servant Leadership is not about words, commands, or directives.
Before you start to lead others, you must lead yourself.

Integrity cannot be proven; it must be discerned.

I must keep my attention on my goals. **STAY FOCUSED.**



If your self-worth rests in
accomplishments, then you
are not in a position of
servant leadership.

Servanthood begins with SECURITY

You must be completely secure with yourself!

The secure person serves others!

The insecure person serves himself!

Basin Principle

If I then, the Lord and the Teacher, washed your feet, you also ought to wash one another's feet. ¹⁵ For I gave you an example that you also should do as I did to you. ¹⁶ Truly, truly, I say to you, a slave is not greater than his master, nor is one who is sent greater than the one who sent him. ¹⁷ If you know these things, you are blessed if you do them. John 13:14-17



**The secure are into
towels**

The insecure are into
titles



**The secure are
people-conscious**

The insecure are
position-conscious



**The secure want to
add value to others**

The insecure want to
receive value from
others

SIGNIFICANCE & SELFWORTH!

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18



The Problem

False Beliefs

Consequences

The Performance Trap

I must accomplish certain standards to feel good about myself.

The fear of failure; perfectionism; drive to succeed; manipulation of others to achieve success; withdrawal from healthy risks.

The Problem

False Beliefs

Consequences

Approval Addict

I must be approved by certain others to feel good about myself.

Self-Worth = performance + others' opinions

The fear of rejection; attempts to please other at any cost; overly sensitive to criticism; withdrawal from others to avoid disapproval.

The Problem

False Beliefs

Consequences

The Blame Game

Those who fail
(including myself) are
unworthy of love and
deserve to be
punished.

The fear of
punishment; punishing
other; blaming others
for personal failure;
withdrawal from
others; drive to avoid
failure.

The Problem

False Beliefs

Consequences

Shame Game

I am what I am. I cannot change. I am hopeless.

Feelings of shame, hopelessness, and inferiority; passivity; Loss of creativity; isolation; withdrawal from other.

**WALK SLOWLY
THROUGH
THE CROWD**



Leadership impact is drawn not from official position, but from authentic relationships.

**You will never possess what you are
unwilling to pursue!**

Success involves people.

People who enable you to succeed may not
always come to you. In fact, they rarely do.

YOU MUST GO TO THEM!

YOU MUST GO WHERE PEOPLE ARE!

Make a list each morning
of who you want or need
to serve today.

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**REPLENISH
YOURSELF**



**Life is demanding.
People are demanding.
Replenishing yourself requires
your attention.**

Faith walks out when fatigue walks in.

Why we must “come apart” or we will “fall apart”.



REST

take time off/unplug
daily, weekly, yearly -
sleep!



REFLECTION

look back at where
you have come from!



PERSPECTIVE

this comes from
reflection - refocuses
you to move forward.



RENEWAL

put it all back together
for the next journey.



THINKING

think about what you will
do as you move forward.

SERVANT LEADERSHIP GOALS



**Create a Servant Leadership Culture:
focus on people, clear vision,
clear values and clear internal goals**

PART 1

Understand the heart of selfless service and practice servanthood, looking not only to your own interest, but to the interest of others.

PART 2

Grow and model servant leadership by continuing to develop integrity and team leadership by developing tasks in support of the goals while enhancing the development of the team and others.



Model and teach servant leadership



Develop and practice personal and team leadership



Promote effective communication through attentive listening and effective speaking



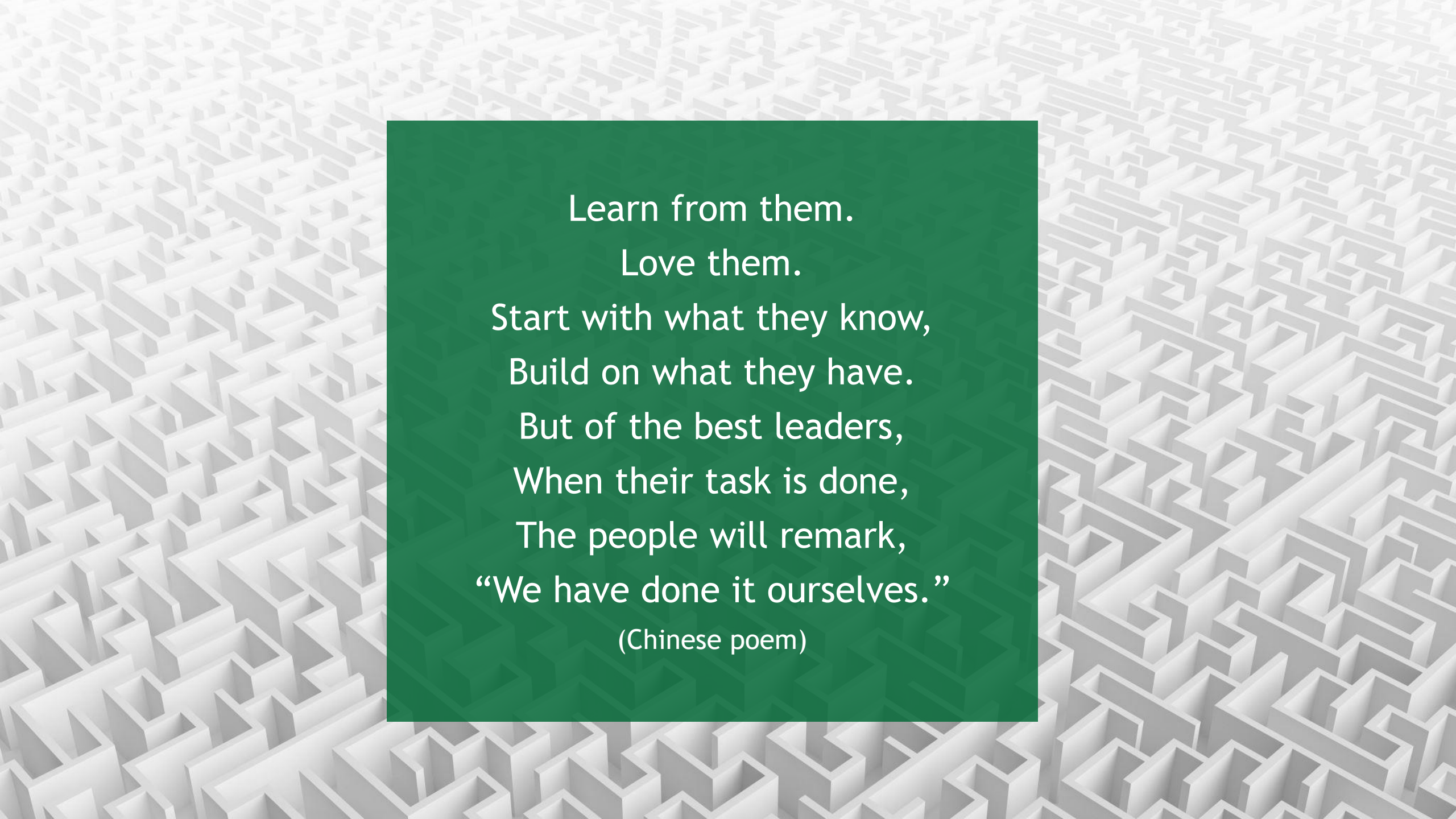
Learn and employ effective decision making



Invite dissent



Promote respect, honesty, integrity and significance over success



Learn from them.
Love them.
Start with what they know,
Build on what they have.
But of the best leaders,
When their task is done,
The people will remark,
“We have done it ourselves.”

(Chinese poem)