

SERVANT LEADERSHIP

Lesson 1



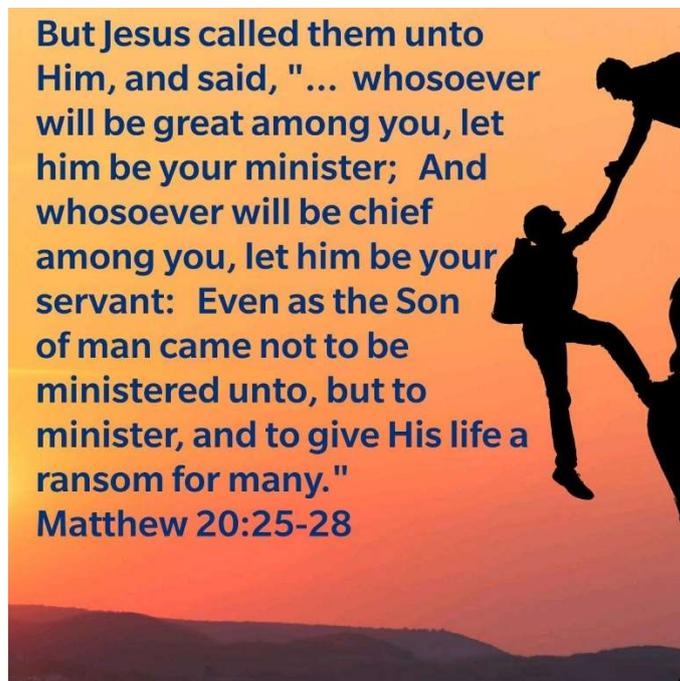
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Course Outline

1. Course Introduction
2. Principles of Servant Leadership
3. The Power Points
4. The Example of Jesus Christ
5. Leaving a Legacy

Introduction

Servant leadership is a leadership style/model of leadership which was **practiced** and **preached** by **Jesus Christ** around AD 30-33 during his days on earth. **Matthew 20:25–28** (21-28)

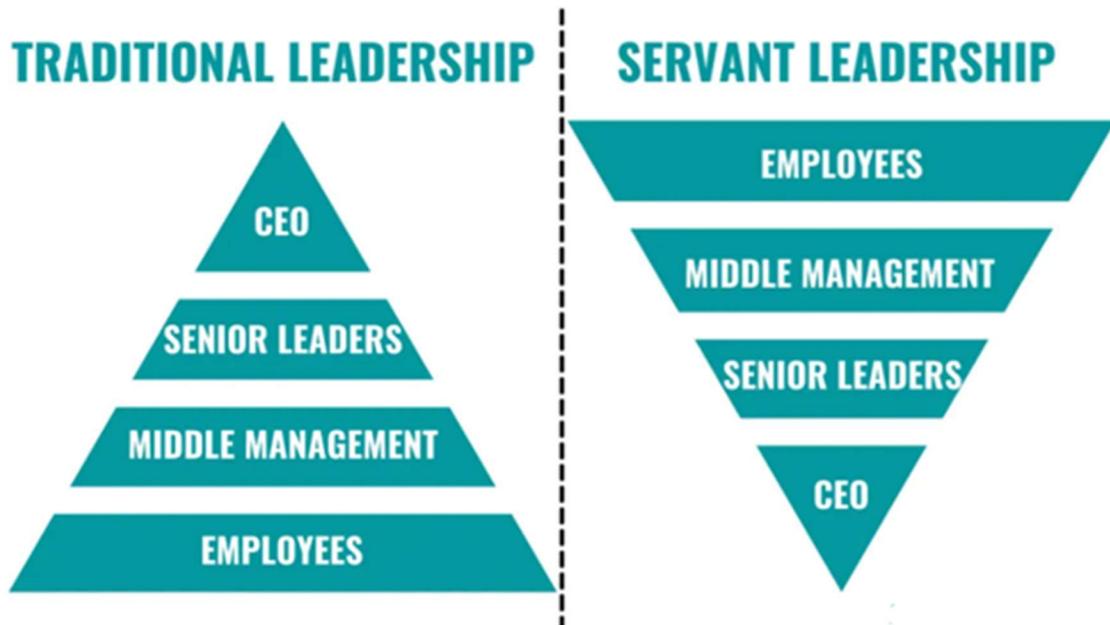


The term "servant leadership" was coined by **Robert K. Greenleaf** in *The Servant as Leader*, an essay that he first published in 1970. In that essay, Greenleaf says; " a leader is a servant first" – He defines it as a philosophy and set of practices that enriches the lives of individuals, builds better organizations and ultimately creates a more just and caring world.

Defining Servant Leadership

- A servant leader is one who makes things happen.
- If you are leading a building project, the success defines your leadership.
- Someone who has a stakeholder mentality, "it is my failure" "it is our success".
- A servant leader makes other people to become stakeholders; that is buy into the vision, (ownership) without coercing them. It's easy to be negative if you are not a stakeholder, but you take pride in what you own.
- Domineering leadership emphasises on status, or on title. servant leadership focuses on role, things to be done, they don't accept a position if they can't because they don't need a name
- servant leaderships focus on role (things to be done). They are not in it for a name & don't accept a position if they do not have the required skill or capacity to do the job/task.

The Leadership Pyramid: Traditional Leadership Vs Servant Leadership



Traditional Leadership	Servant Leadership
Sees and takes leadership as a rank to obtain	Sees and takes leadership as an opportunity to serve others
Use leader's power and control to drive performance	Shares his power and control to drive engagement
Measures success through output	Measures success through growth and development
Speaks, commands more	Listens and tries to understand the problem
Believes it's about them	Understands it's not about them

Leadership Lessons from Migrating Birds

The average winter migration journey of the white stork to the south takes 49 days and almost 20,000 km. This stork species sets out from Europe and moves over the Strait of Gibraltar into the Sahara. These flocks, some with almost 11,000 individuals, then follow the Nile River south to eventually settle in various African countries, including Kenya, Sudan, and South Africa.

Migrating Canada geese can fly an astonishing 2,400 km in just 24 hours. In the classic migration pattern, flocks that wintered in the southern U.S. fly north in the spring, returning to the same spots in the high and sub-Arctic to breed and nest.

Both these species as well as many other migrating birds fly in a perfect V formation. Studies have shown that flying in this way and using this kind of "teamwork" adds up to 71% more flying range for these birds than if they flew on their own. We can learn a few lessons on leadership from migrating birds.

1. The lead bird helps to reduce air drag; as it flaps its wings, it creates an 'uplift' that reduces air friction so that the birds behind can fly for longer distances without expending more energy. The birds in the formation all benefit from the hard work of the bird at the apex. We can learn that the role of leadership is not just to guide people, but also to help others succeed.

2. Birds rotate roles. For the lead bird in the formation; drag is high so when it tires, it rotates back into the formation and another takes its place. The lead goose then immediately feels the advantage of lifting power from the bird immediately in front of it. We learn that it is important to share the load amongst team members, and that others must be empowered to step up when required.

3. The birds support each other when times are tough. When one gets injured or sick, two other birds will fall out of formation to stay with it until it is able to fly again. When it recovers; they head back out, they work together to catch up with the rest of the flock. We learn that as a whole; the team is only as strong as your weakest team member. When one of your team members faces a setback, it is important that the team works to reach out, support and care for them.

4. Birds are noisy, they recognise and support each other. They honk to encourage each other. Also honking is used to communicate where each stork or goose is in the formation. The lesson here is that; where there is encouragement, productivity is greater. The importance of effective communication in a team cannot be emphasized enough.

Study Resources:

- Servant Leadership: A Journey into the Nature of Legitimate Power and Greatness - Robert K. Greenleaf
- Servant Leadership in Action – Ken Blanchard & Renee Broadwell
- The Servant: A Simple Story About the True Essence of Leadership - James C. Hunter
- Developing the Leader Within You - John C Maxwell
- Becoming A Leader - Myles Munroe