

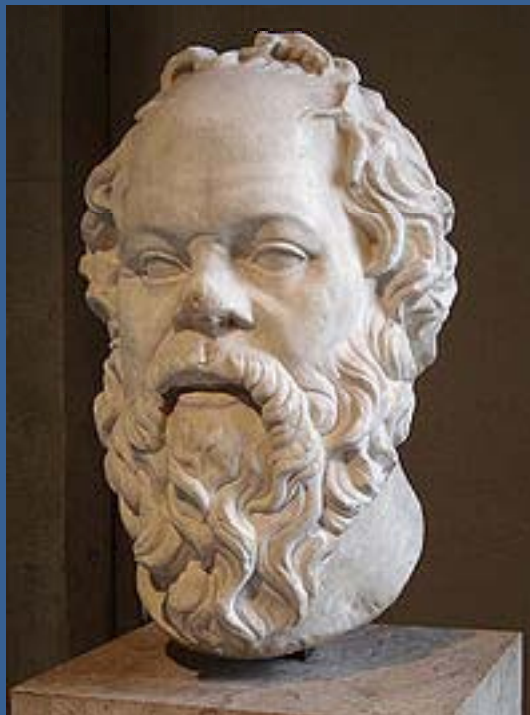
The Leader as Servant

Peter tan



Servant Leadership

- An oxymoron and a paradox.
- Lets have a Socratic Discourse



Oxymoron

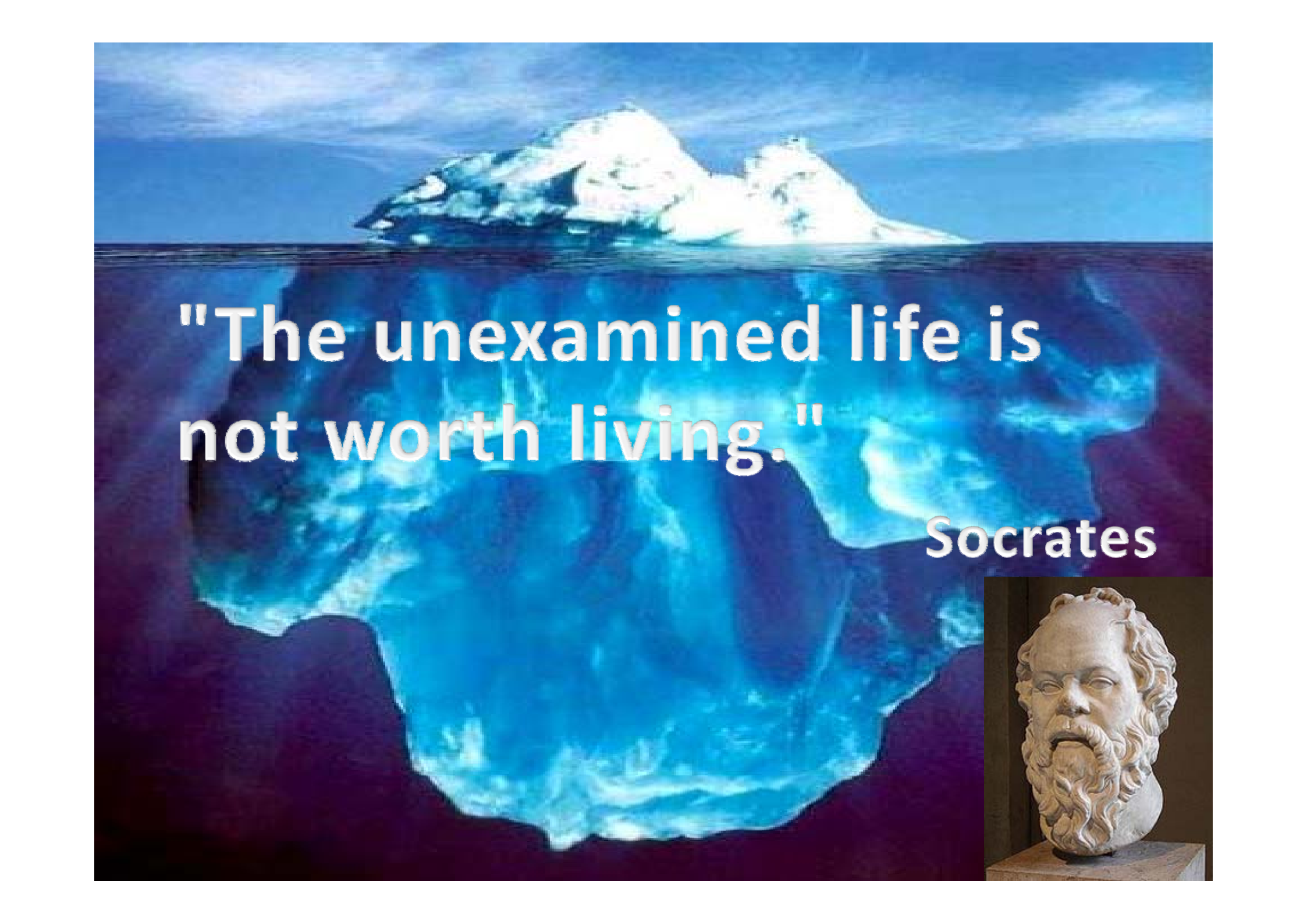
- a figure of speech by which a locution produces an incongruous, seemingly self-contradictory effect, as in “cruel kindness” or “to make haste slowly.”
- “Servant Leader” is an Oxymoron



An iceberg floating in the ocean. The tip of the iceberg is above the water line, and the much larger base is submerged below. The water is a deep blue, and the sky is a lighter blue with some clouds. The iceberg is white and blue, with some red and yellow markings on the tip.

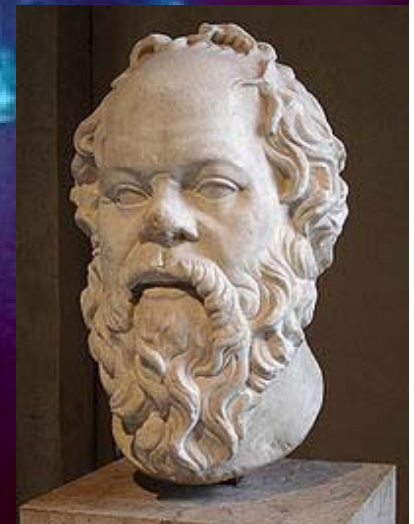
Behaviors

**Beliefs,
Values,
Worldviews,
Assumptions**

A photograph of an iceberg floating in the ocean. The tip of the iceberg is visible above the water, while the much larger, submerged part is visible below the surface. The water is a deep blue, and the sky is a lighter blue with some clouds. The text is overlaid on the submerged part of the iceberg.

"The unexamined life is
not worth living."

Socrates



Leadership Paradigm: Lets examine...

- What implicit assumptions about leadership do we hold unconsciously ?
- What are some common implicit assumptions about leadership that are false?

Do you **aspire** to be a leader ?

How far are you willing to go
to be a leader ?

Who is a leader ?

What is leadership ?

"The only definition of **a leader** is someone who has followers."

Peter Drucker

"**leadership** is influence - nothing more, nothing less."

John C Maxwell

IMAGES OF LEADERS



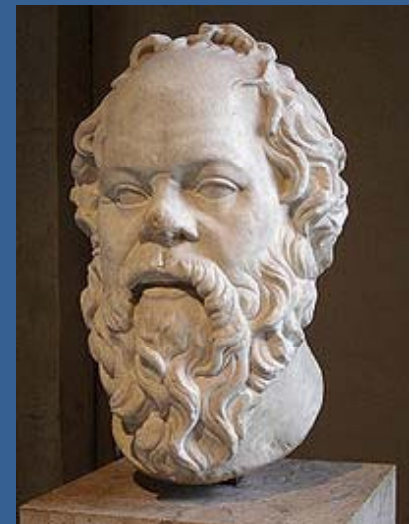


BAD

MICHAEL JACKSON

Leaders What images comes to mind.

- Why are they recognised as leaders ?
- Did they influence your ideas about leadership?



Are you a leader?



**From whom did you
learn leadership ?**

Servants

- Do you aspire to be one....?





The Paradox

Mark 9

- Mar 9:33 They came to Capernaum, and after going indoors Jesus asked his disciples, "What were you arguing about on the road?"
- Mar 9:34 But they would not answer him, because on the road they had been arguing among themselves about who was the greatest.
- Mar 9:35 Jesus sat down, called the twelve disciples, and said to them, **"Whoever wants to be first must place himself last of all and be the servant of all."**
- Mar 9:36 Then he took a child and had him stand in front of them. He put his arms around him and said to them,
- Mar 9:37 "Whoever welcomes in my name one of these children, welcomes me; and whoever welcomes me, welcomes not only me but also the one who sent me."

Matt 20

20 Then the mother of Zebedee's sons came to Jesus with her sons and, kneeling down, asked a favor of him.

21 "What is it you want?" he asked.

She said, "Grant that one of these two sons of mine may sit at your right and the other at your left in your kingdom."

22 "You don't know what you are asking," Jesus said to them. "Can you drink the cup I am going to drink?"

"We can," they answered.

23 Jesus said to them, "You will indeed drink from my cup, but to sit at my right or left is not for me to grant. These places belong to those for whom they have been prepared by my Father."

24 When the ten heard about this, they were indignant with the two brothers. 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."

Paradox

- A statement or proposition that seems self-contradictory or absurd but in reality expresses a truth.

“Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be your slave.”

Jesus

Leadership Paradigm

- Why do people jostle for positions of leadership ?
- What are some ways people use to achieve the positions of leadership ?

Principle of Servant Leadership

The path to great leadership is through humble service.

“Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be your slave.”

Jesus

How does this teaching of
Jesus challenge your
ideas about leadership?

Common Nonsense

Uncommon Sense

Being a leader mean having many people serve you.

Being a leader means serving many people.

Being leader means wielding power and authority over others.

Being leader means influencing others through humble service.

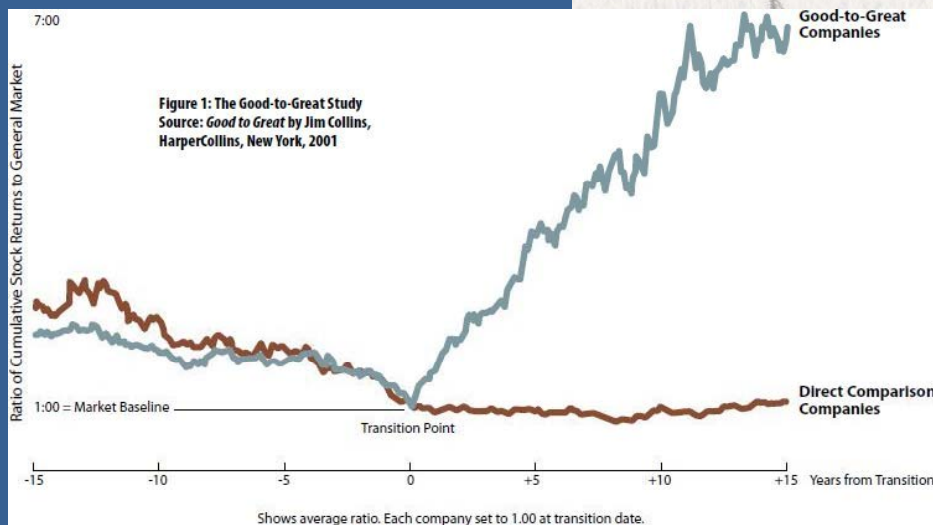
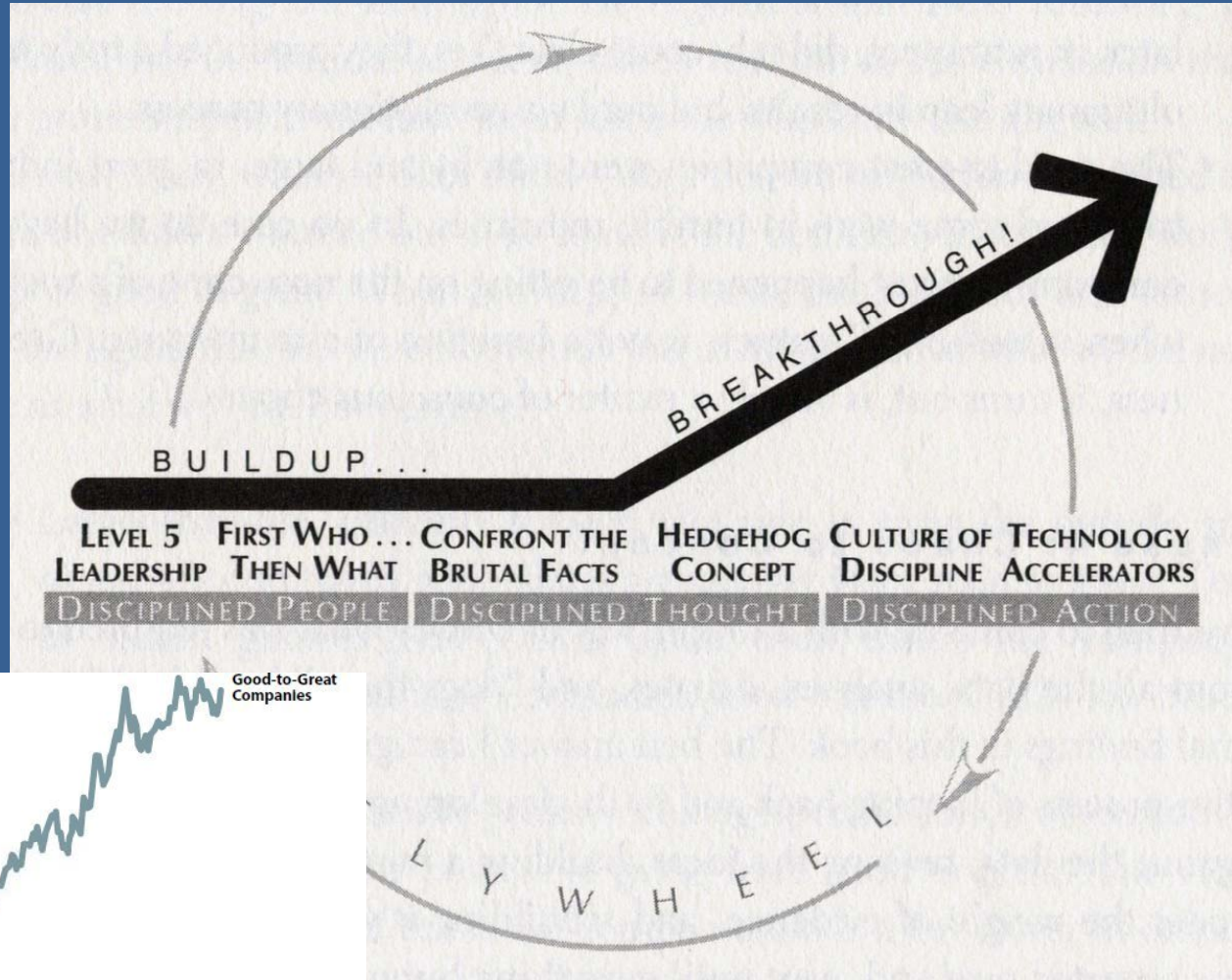
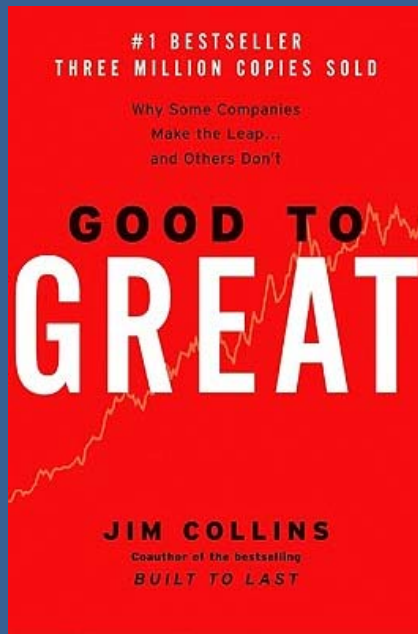
Leadership is about position and power.

You can be a leader without position or power.

Is servant leadership
practical in the real world?

Is it **applicable** in the
market place ?

Empirical studies in business world ...



Level 5

Level 5 EXECUTIVE

Builds enduring greatness through a paradoxical blend of personal humility and professional will

Level 4

EFFECTIVE LEADER

Catalyzes commitment to add vigorous pursuit of a clear and compelling vision, stimulating higher performance standards

Level 3

COMPETENT MANAGER

Organizes people and resources toward the effective and efficient pursuit of the predetermined objectives

Level 2

CONTRIBUTING TEAM MEMBER

Contributes individual capabilities to the achievement of a group objectives and works effectively with others in a group setting

Level 1

HIGHLY CAPABLE INDIVIDUAL

Makes productive contributions through talent, knowledge, and good work habits

Level 5 Leaders

- Level 5 is the Executive who "builds enduring greatness through a paradoxical blend of personal humility and professional will." Every one of the good-to-great companies has level 5 leaders in the critical transition phase. None of the comparison companies did. These leaders are described as being timid and ferocious, shy and fearless and modest with a fierce, unwavering commitment to high standards.
- The Jack Welch's, the "Larger-than-life" celebrity leaders, who ride in from the outside are negatively correlated with taking a company from good-to-great.

... Level 5 Leaders

- Good-to-great leaders are self-effacing, quiet, reserved, and even shy - more like Lincoln and Socrates than Patton or Caesar.
- Level 5 leaders rely on instilling inspired standards and not inspiring charisma to motivate. They build a culture of discipline. It is not a tyrannical disciplinarian culture but one that enables freedom and responsibility.

... Level 5 Leaders

- Level 5 leaders channel their ego needs away from themselves and toward building a great company or organisation. They often will sacrifice their own gain for the gain of the company.
- Often the superhero CEO either eliminates any potential successors from his management team or chooses weak successors.

Greenleaf

Center for Servant Leadership

...ved grow as
...y, while being se
...e healthier, wiser, free,
... more autonomous, more likely
... themselves to become servants?
... what is the effect on the lea
... eged in society? Will he bene
... will he i

It begins with the natural feeling
that one wants to serve, to serve first.
Then conscious choice brings one to aspire to lead....

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The Greenleaf Center for Servant Leadership

Welcome to the website of the Greenleaf Center for Servant Leadership, an **international** non-profit organization! We invite you to **learn about us** and **about servant leadership**. You can learn more about servant leadership through our **annual conference**, our **online catalog** of books and materials, and our **Speakers Bureau**. You can **become a member** and access resources for members. We will be happy to send you a **free information packet**. Please contact us if you have any questions or comments. We look forward to hearing from you!



Greenleaf Intensive Training

The Greenleaf Center for Servant Leadership is proud to announce a new 3½ day intensive training program that will enable individuals to incorporate servant leadership into the day-to-day life of their organizations. A flier with more information is available **here**.

The first training will take place on September 13-16, 2011, at Northern Illinois

Who is a servant-leader?

- Who is a servant-leader? Greenleaf said that the servant-leader is **one who is a servant first**. In "The Servant as Leader" he wrote, "It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead. The difference manifests itself in the care taken by the servant--**first to make sure that other people's highest-priority needs are being served**. 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? And what is the effect on the least privileged in society? Will they benefit or at least not be further deprived?"

Example from the political world ... who is the truly great leader ?

- Well then, I will tell you. Alexander, Caesar, Charlemagne and I myself have founded great empires; but upon what did these creations of our genius depend? Upon force. Jesus alone founded His empire upon love, and to this very day millions will die for Him....



Napoleon Bonaparte
1769-1821
French General and Emperor

Practical Implication ?

1. What type of leaders will you choose to follow?

2. What type of leader will you choose to become?

Let's get personal...

How about
You ?



What type of leader will you choose to be?



Jesus as a model of leadership

- John 13: 13 “You call me ‘Teacher’ and ‘Lord,’ and rightly so, for that is what I am. ¹⁴ Now that I, your Lord and Teacher, have washed your feet, you also should wash one another’s feet. ¹⁵ I have set you an example that you should do as I have done for you. ¹⁶ Very truly I tell you, no servant is greater than his master, nor is a messenger greater than the one who sent him. ¹⁷ Now that you know these things, you will be blessed if you do them.

Will you follow the Teacher & Lord ?

- He came to serve you.
- He left behind his glory for you.
- He gave His life for you.
- He left us with a command to serve another.

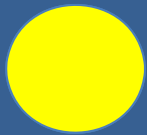
Will you follow this Servant Leader?

Will you be a servant leader ?

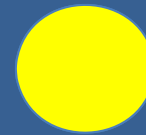
I have set you an example that you should do as I have done for you.

2 points

Start



End



Where is your starting point ?

To be served or
to serve

“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.” Jesus

Are we missing something ?



- Being the richest man in the cemetery doesn't matter to me ... Going to bed at night saying we've done something wonderful... that's what matters to me.

Whom do you serve ?



The Over-served

The under-served

The un-served

Mar 9:37 "Whoever welcomes in my name one of these children, welcomes me; and whoever welcomes me, welcomes not only me but also the one who sent me."

Where do you want to end ?

Matthew 20:16

“So those who are last now will be first then,
and those who are first will be last.”

1 Peter 1: 5 ...“God opposes the proud
but favors the humble.”[a]

⁶ So humble yourselves under the mighty power
of God, and at the right time he will lift you up
in honor.

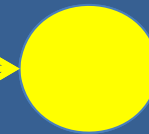
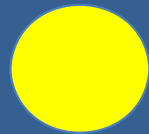
2 points

To serve

Humility

- Honour
- Lasting Legacy
- First

Start



End

To be serve

Pride

- Dishonour
- Fleeting “success”
- Last