

# OPENING ACTIVITY

## Dollar Value

Imagine you were given \$1 and could use it to buy anything or towards anything you wished. What would you use it for?

### Directions:

- Scholars will have 1 - 2 minutes to brainstorm on a post-it about the best thing they could buy if given a dollar

### Reflection questions:

- If you did not think about ways your dollar could have been used to benefit others, would that benefit potentially provide more satisfaction than your original intent for the dollar? Would more satisfaction have been experienced in using it to serve others?

SERVANT LEADERSHIP

EDUC 524 - DR. CASTRUIDA

11/13/18

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# OVERVIEW

1. Servant Leadership Theorist
2. Background
3. Definition
4. Examples of Servant Leaders
5. Practical Application
6. Quiz Time
7. References

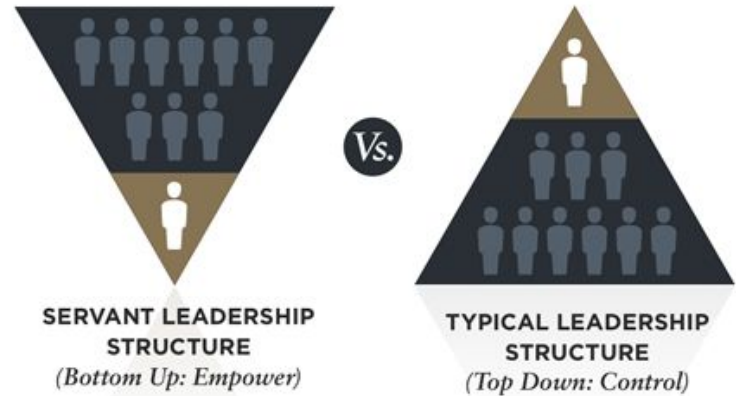
# ROBERT GREENLEAF (1904-1990)

- Director of management at AT&T for over 38 years
- Founded the center for Applied Ethics in 1964 (now called the Greenleaf Center for Servant Leadership)
- Originated the term “Servant Leadership” in his 1970 essay *The Servant as Leader*
- Attributes his theory to Herman Hesse’s *Journey to the East*.



# SERVANT LEADERSHIP DEFINED

- The servant-leader's **primary mission** is to serve, then “conscious choice brings one to aspire to lead” (p. 10)
- Servant-leaders focus on growth and well-being of others
- They share power and put the needs of others first

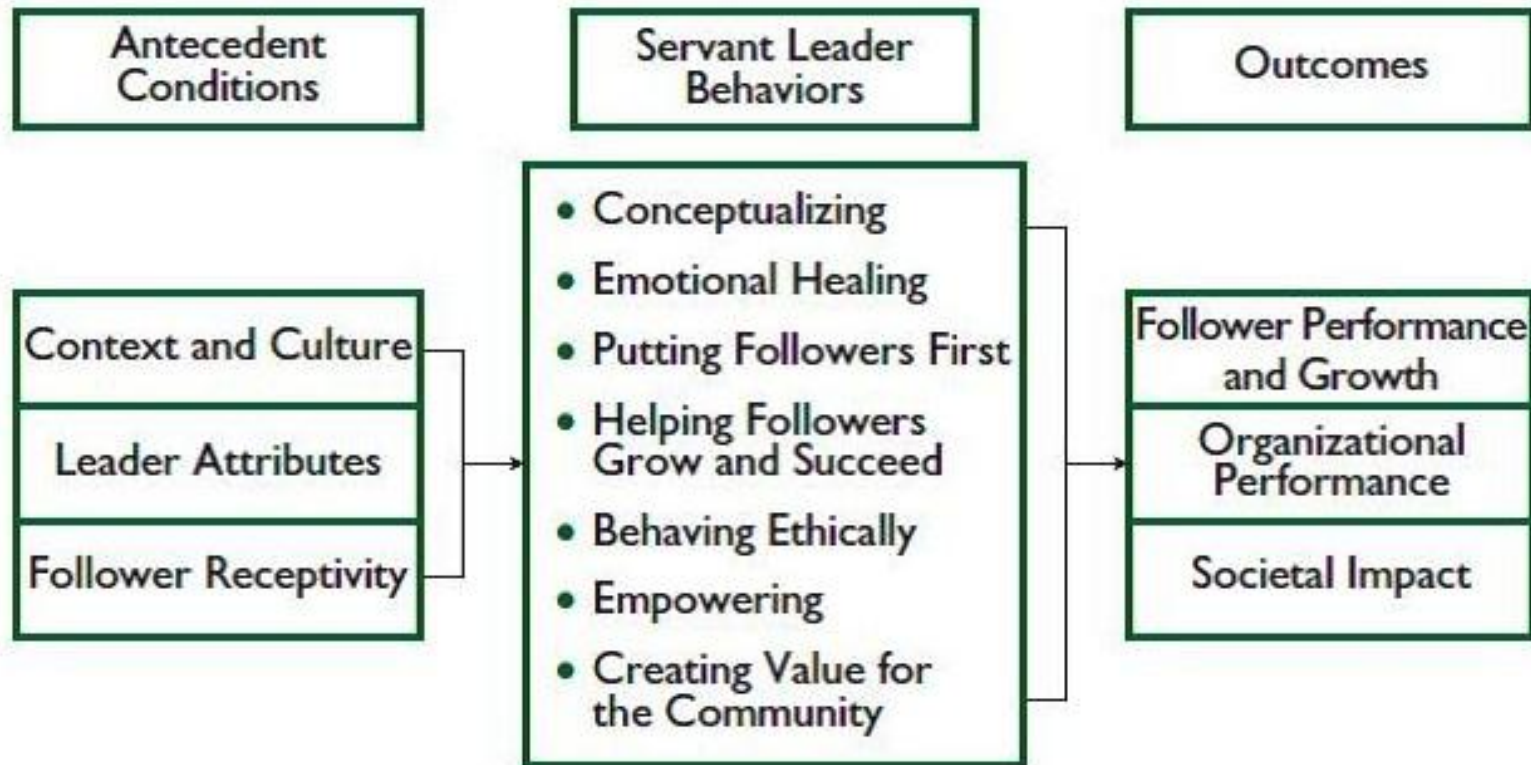


“A servant leader is a leader who is focused on serving others. A servant leader is aware that he or she is an instrument for good, a person who has been given certain abilities or gifts that are meant to be used in helping others. A servant leader is not worried about the attention others pay to him, but the attention he or she pays to others. A servant leader loves people, and wants to help them.”

Keith (1995) P. 25

**Figure 10.1** Model of Servant Leadership

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# CHARACTERISTICS OF SERVANT LEADERSHIP

1. Listening
2. Empathy
3. Healing
4. Awareness
5. Persuasion
6. Conceptualization
7. Foresight
8. Stewardship
9. Commitment
10. Building community



# 9 BEHAVIORS OF SERVANT LEADERSHIP- DR. C

- 1.SERVE FIRST**
- 2.BUILD TRUST**
- 3.LIVE OUR VALUES**
- 4.LISTEN TO UNDERSTAND**
- 5.THINK ABOUT OUR THINKING**
- 6.ADD VALUES TO OTHERS**
- 7.DEMONSTRATE COURAGE**
- 8.INCREASE OUR INFLUENCE**
- 9.LIVE OUT TRANSFORMATION**

# EXAMPLES OF SERVANT LEADERS



# STRENGTHS

- Only theory centered around putting the needs of others first
- Unique in its approach to gaining authority; you must first give it up
- Acknowledges that this theory may not work in all situations, followers must be willing to be served
- Evidence of its success within important and well known organizations

# LIMITATIONS

- Concepts are viewed by some as not well defined and difficult to measure
- Viewed as utopians, perhaps unrealistic. Difficult to research and test validity of the theory
- Unclear how the concept would work in a competitive or crisis like environment
- Secular and non-faith based groups may find challenges being receptive to this leadership style

# PRACTICAL APPLICATION

Problem Scenario- *You're placed in THIS SITUATION!!!!*

*You are a pilot for a major commercial airline and are working over the Thanksgiving holiday season. Due to adverse weather conditions your original flight to NYC is diverted to Dallas, TX and is stuck there until the next morning.*

**Question:**

**What keys to servant leadership can you apply in this situation?**

# QUIZ TIME

1. Name one difference between a traditional style of leadership and servant leadership.
2. Name 1 example of a servant leader
3. What is an example of how you can apply servant leadership at your work?

# WHO WILL BE THE NEXT SERVANT LEADER?



You

# REFERENCES

- Galley, T. (2015, April). *The Servant Leader: Transforming Executive Style*. Retrieved from <https://www.sju.edu/news-events/magazines/haub-school-review/haub-school-review-spring-2015/servant-leader-transforming>
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THANKS!

