



# *Servant Leadership*

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*Turning the tables on the relationship between leader and led, servant leadership emphasizes the noble role that leaders can play in supporting the work and growth of the people they seek to lead.*



# Servant Leadership



- Embraced by many Best Places to Work companies
- Leadership ethic of affirming, lifting, and serving people
- Ancient idea with roots in all seven great religions of the world
- De-emphasizes power, coercion, hubris, command and control
- Emphasizes values, stewardship, empathy, growth, community



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# “We Did It Ourselves”



A leader is best when people barely know he exists; when his work is done and his aim fulfilled, they say: we did it ourselves.

Lao Tzu

# Eight Practical Reasons to Embrace Servant Leadership

1. Growth, development of people
2. Less turnover, more retention
3. Buzz as a great place to work
4. More creativity and innovation
5. Fewer headaches, ulcers
6. More pride of affiliation
7. Easier time in downturns
8. Satisfaction for a job well done





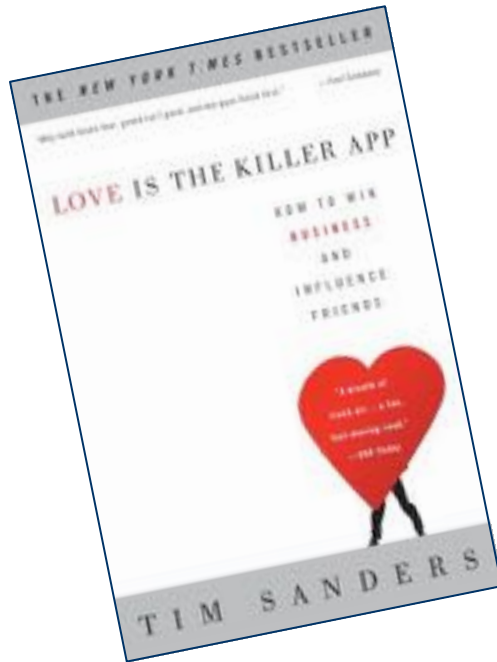


Watercolor by Cathy Hillegas



Why is servant leadership like  
the trunk of a maple tree in autumn?

# Parallels Between Love and Leadership \*



- Both are powerful connections
- Both recognize the best in people
- Both are intensely emotional
- Both are voluntary “social contracts”
- Both are commitments to realize a dream

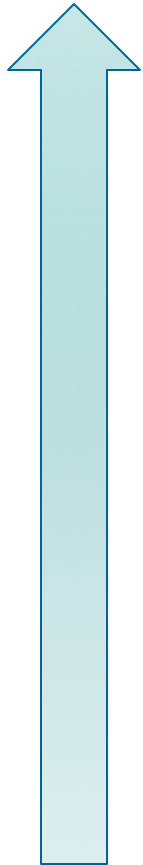
*\* Yes, we know there are many differences as well.*



# Five Degrees of Leadership

5<sup>th</sup>°

LEADERSHIP



Degree	Label	Creates a Sense of	The Work of	People Feel
5 <sup>th</sup> °	Servant / Steward	Mission and Nobility	Serving	Affirmed
4 <sup>th</sup> °	Champion / Paragon	Purpose and Authenticity	Showing	Inspired
3 <sup>rd</sup> °	Coach / Mentor	Confidence and Contribution	Teaching	Influenced
2 <sup>nd</sup> °	Architect / Builder	Identity and Cause	Summoning	Called
1 <sup>st</sup> °	Scout / Navigator	Need and Potential	Alerting	Awakened





# Servant Leadership

*Large, Vital, Good, True*

5<sup>th</sup>  
LEADERSHIP

**Large  
Meaning**

**Identity  
& Principle**

**Context  
& Purpose**

**Change &  
Construction**

**Vital  
Sustenance**

**Community  
& Benevolence**

**Inspiration  
& Affirmation**

**Optimism &  
Confidence**

**Good  
Heart**

**Humility &  
Self-Awareness**

**Empathy  
& Caring**

**Dignity  
& Respect**

**True  
Presence**

**Authenticity  
& Congruence**

**Disclosure  
& Vulnerability**

**Stewardship  
& Mentoring**

*The Electric Current of a Live-Wire Connection*