



NEXT GENERATION  
LEADERSHIP PROGRAMME

Creating servant leaders for the African Church

# Servant Leadership: Leading for the Mission



# Our Learning Agenda


- Discover “Who is a Servant Leader?”
- Introduce Jesus as a Role Model
- Assess and identify your servant leadership gifts, capabilities, and opportunities for development



## The Goal of Servant Leadership

“For leadership there is only one road: service. There is no other way. If you have many qualities, the ability to communicate, etc., but you are not a servant, your leadership will fail, it is useless, it has not power to gather [people] together... Leadership must enter into service, but with a personal love for the people.”


*Pope Francis  
12 May 2014*




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

This is sharply different from the person who is leader first, perhaps because of the need to assuage an unusual power drive or to acquire material possessions.”



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- Leaders have the obligation to pursue service to others, rather than their own self-interest
  - Leaders must shift the focus of attention from their own needs and interests to the needs and interests of others
  - Serving others is the most glorious and rewarding of all leadership tasks



"Servant Leadership is *value*  
driven and *action*  
evidenced...  
anyone can be a servant  
leader."

Dr. David L. Luechauer, Butler  
University

"Whosoever will be  
chief among you,  
let him be your  
servant."

Matthew 20:27



## Mary as Servant Leader

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And Mary said, “Behold, I am the servant of the Lord; let it be to me according to your word.” And the angel departed from her.” *Luke 1:38*



## *ACTIVITY:* Reflect Individually

Think of a time when someone showed *servant leadership* in a profound way:

- Name or relationship to me
  - A moment I remember
  - What did she or he say or do?
  - How did they make me feel?
  - What did I learn or take away from the moment
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- Record as much as you can in your participant guide



## *ACTIVITY:* Partner Discussion

- Share reflection with your partner
- Do the servant leaders in your stories share similar values or behaviors?

# Key Characteristics of Servant Leaders

Laub (1999)	Dennis and Bocarnea (2005)	Barbuto and Wheeler (2006)	Wong & Davey (2007)	Sendjaya, Sarros and Santorra (2008)	van Dierendonck and Nuijtn (2011)
Developing People Providing and Sharing Leadership Displaying Authenticity Valuing People Building Community	Serving and Developing Others Consulting and Involving Others Humility and Selflessness Modeling Integrity and Authenticity Inspiring and Influencing Others	Altruistic Calling Emotional Healing Persuasive Mapping Organizing Stewardship Wisdom	Empowerment Trust Humility Agape Love Vision	Transforming Influence Voluntary subordination Authentic Self Transcendental Spirituality Covenantal Relationship Responsible Morality	Empowerment Humility Standing Back Stewardship Authenticity Forgiveness Courage Accountability



# Who is a Servant Leader?

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1.Has Foresight

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2.Leads with Moral Authority

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3.Compassionate Collaborator

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4.Systems Thinker

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5.Puts People First

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6.Person of Character

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7.Skilled Communicator


*“Wisdom has built her house; she has hewn her seven pillars.”*

*Proverbs 9:1*



# Servant Leadership Practices

1. Listening
2. Empathy
3. Healing
4. Awareness
5. Persuasion
6. Conceptualization
7. Foresight
8. Stewardship
9. Commitment to Growth of People
10. Building Community



"Legitimacy begins with trust. No matter the competence or the intentions, if trust is lacking nothing happens."

Robert Greenleaf,  
The Institution as  
Servant



## Issues of Power and Authority

If we are servants either leaders or followers—we are always ***searching, listening***, expecting that a better solution for the times is in the making.

This means we need to ***take a fresh, critical look*** at the issues of power and authority.



## Issues of Power and Authority

- Servant nature is reflective of ***authentic self***, “not bestowed, not assumed, and not to be taken away.”
- What you ***do for others*** is what makes you credible.
- Roles and titles do not reflect ***behavior***
- The difference manifests itself in the ***care*** by the servant-first to make sure that other people’s highest priority needs are served.

# Issues of Power and Authority

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- A new moral principle is emerging. It holds that the ***only authority deserving one's allegiance*** is that which is freely and knowingly granted by the led to the leader—in response to, and in proportion to, the clearly-evident ***servant*** stature of the leader.



# The Servant Leadership Synodality Connection



Julian Paparella, Theology Student



# The Best Test as a Servant Leader

*Greenleaf provides four foundational questions to determine the servant leader:*

Do those served grow as persons?  
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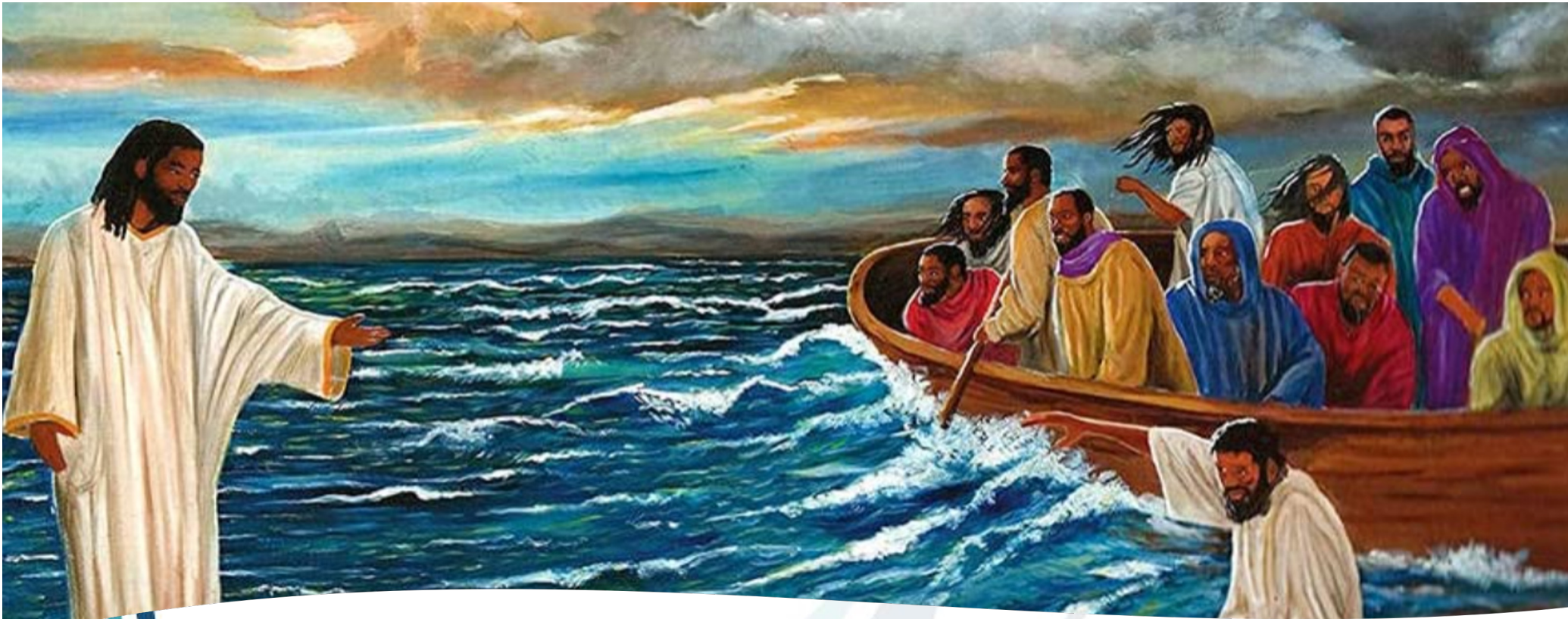
Do they, *while being served*, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?  
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What is the effect on the least privileged in society?  
\_\_\_\_\_

Will they benefit, or, at least, not be further deprived?



# Jesus as a Role Model of Servant Leadership



*For even the Son of  
Man did not come to  
be served, but to serve.*

*Mark 10:45*

“If I then your Lord and Teacher, have washed your feet, you also ought to wash one another’s feet.” (John 13:13)



# Jesus' Motivation

(Heart)

- Jesus led with his heart
- The most important connection to a leader's heart is God
- Jesus nourished himself through prayer and contemplation

*By myself I can do nothing; I judge only as I hear, and my judgment is just. For I seek not to please myself but He who sent me.*

John 5:30

## Jesus as an Effective Communicator (Habits)

- He invited others into His vision and mission
- He was clear in his expectations
- He guided others toward meaningful action

*The large crowd listened to him with delight.*

Mark 12:37b


# Jesus as Teacher

(Head)

- Jesus guided others in their spiritual growth
- He attended to their unique needs
- He empowered them to share their knowledge of the Gospel broadly

*Go and do likewise.*

Luke 10:37



# Jesus as Healer

(Hands)

- Jesus leads with a moral authority
- He considers the greater good in all he says and does

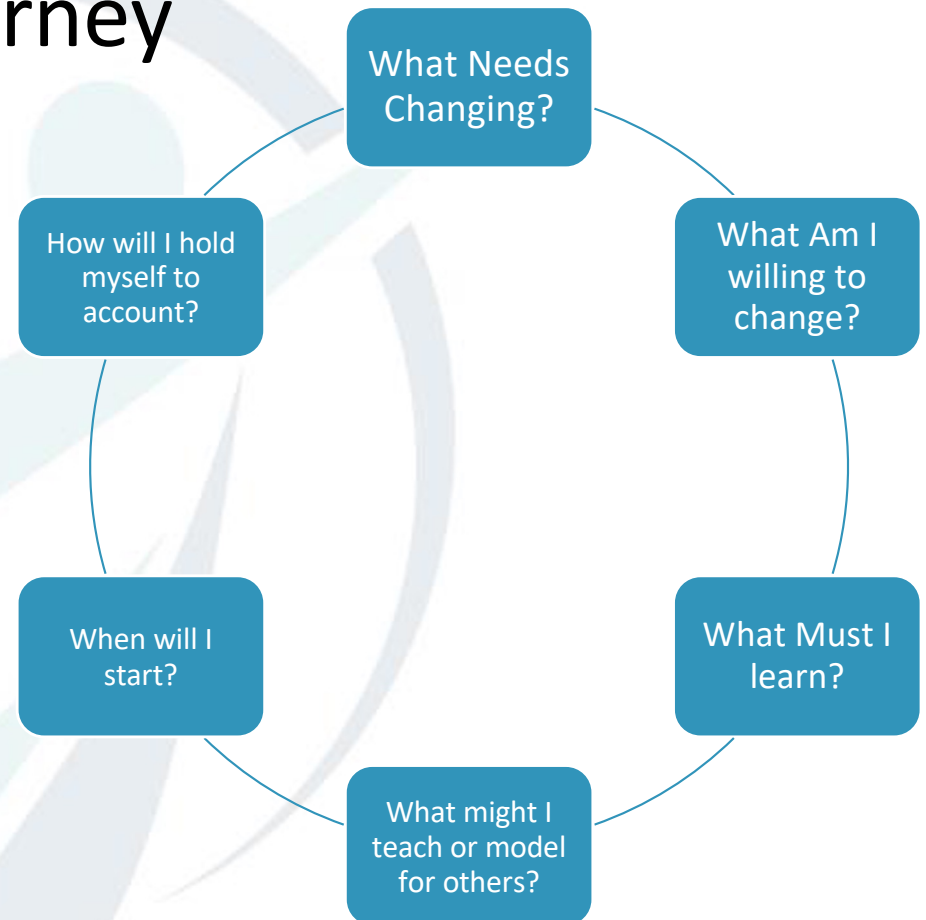
*Jesus turned and saw her. 'Take heart, daughter,' he said, 'your faith has healed you.' And the woman was healed at that moment.*

Matthew 9:21

# Servant Leader Journey

Leadership is a  
Process of Change –

A Continuous Journey  
of Assessment,  
Reflection, and Action



# Tenets of Synodality: **Humility**

Courage

**Humility**

Dialogue

Openness / Non-judgement

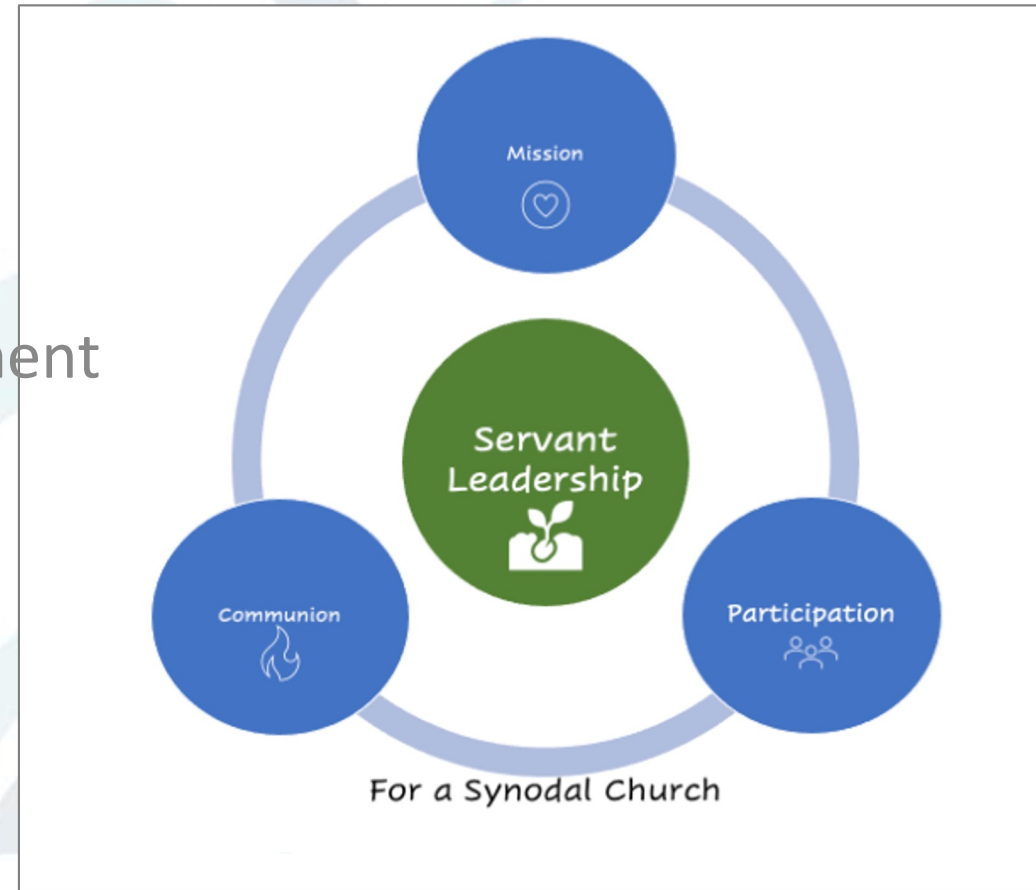
Discernment

Belonging

Visionary

Hope

Agency



# Humility

For even the Son of Man did  
not come to be served,  
but to serve.

Mark 10:45

**Reflect:** When Jesus spoke of leadership in the Gospel, he talked of serving others. Humility is putting aside our own pride and attending to the growth and well being of others, based on Jesus' example.



# ACTIVITY: Servant Leadership Reflection

Choose an image that best describes your servant leadership gifts, strengths, and opportunities for growth **today** and write down a brief explanation for why you chose the image.



# ACTIVITY: Servant Leadership Reflection

Now, choose an image that best describes where you would like to be **6 months** from now in your servant leadership and write down a brief explanation for why you chose the image.

