



NEXT GENERATION  
LEADERSHIP PROGRAMME

Creating servant leaders for the African Church

# The Servant Leadership Programme



Welcome!



## Prayer

*Lord,*

*We invite you here as we journey together as a People of God by means of listening, speaking and discernment in order to become a unified Church in communion, participation, and mission.*

*As diverse women and men of one faith, we welcome your guidance into how we lead as servants for You and each other.*

*Please help to illuminate this synodal path by which we, as your servants, might be joyously effective in helping the Church fulfill its mission of being witness to the love of God amidst the human experience.*

*Amen.*



# Our Learning Agenda

- Begin to understand Synodality & the Tenets of Synodality within the Catholic Church
- Introduce Servant Leadership & the 7 Pillars of Servant Leadership
- Discover Your Servant Leadership Gifts
- Grow and move in a direction to best lead and serve others in your congregations and ministry



# Schedule

## Day 1

- Building the Learning Community
- The Shifting Paradigm of Leadership
- Servant Leadership Principles and Practices
- Personal and Spiritual Leadership

## Day 2

- Leading with Emotional Intelligence
- Understanding Your Communication Style
- Collaborative Leadership

## Day 3

- The Heart of a Servant Leader
- Leading Through Change and Transition



# Synodality and the Transforming Church



Pope Francis on Synodality



# Synodality Is ...

- ... ‘Synod’ is an ancient word in the Tradition of the Church, meaning the **path** along which the **People of God walk together**
- ... a platform and an invitation to **listen to the Holy Spirit**, to listen and learn from **each other**, and to **respond** where the Holy Spirit is taking the church in the 21st century
- ... the “code of God” for the church of today and the “vocation of the church” to do the will of God by **listening** to and **discerning** with each other.
- ... **journeying** together as the People of God in order to do the will of God to fulfill the **mission of the church**
- ... at the heart of the mission is to reach out to everyone, seek everyone, **welcome everyone.**

# Synodality Is ...

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## Communion

Listening to the Word of God  
Listening to each other

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## Participation

Serving one another using gifts  
bestowed by the Holy Spirit and  
within a rich & diverse membership

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## Mission

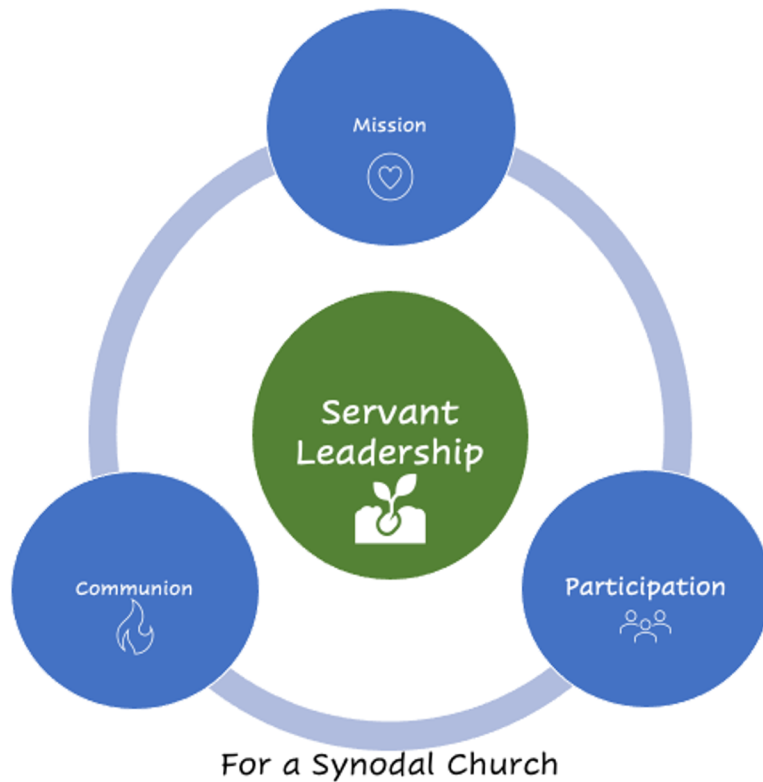
Witnessing to the world the love of  
God amidst the human experience  
of suffering

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*Listening ~ Speaking ~ Discernment*



# The Synodal Catholic Church



The mindsets and behaviors of **Servant Leadership** can be a catalyst for living out the Synodal Process in our day to day lives



# Reflection



*How do you understand or experience  
Synodality within the Church?*

A large, faint, light blue graphic in the background of the slide. It depicts a stylized human figure with arms raised, enclosed within a circular arc. The figure is composed of simple geometric shapes, including a circle for the head and a long, thin shape for the body and arms.

# Servant Leadership

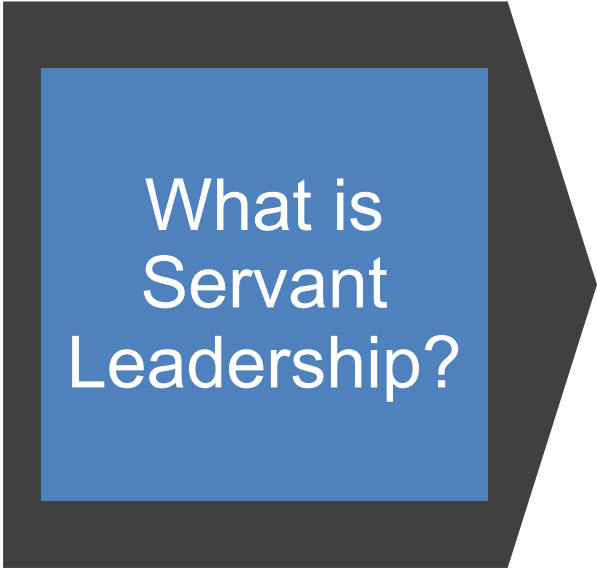


# Servant Leadership

“The servant-leader is servant first...It begins with the natural feeling that one wants to serve, to serve first...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.” *Robert K. Greenleaf*

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

Mark 10:45



What is  
Servant  
Leadership?



## 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*



## Reflect & Group Share

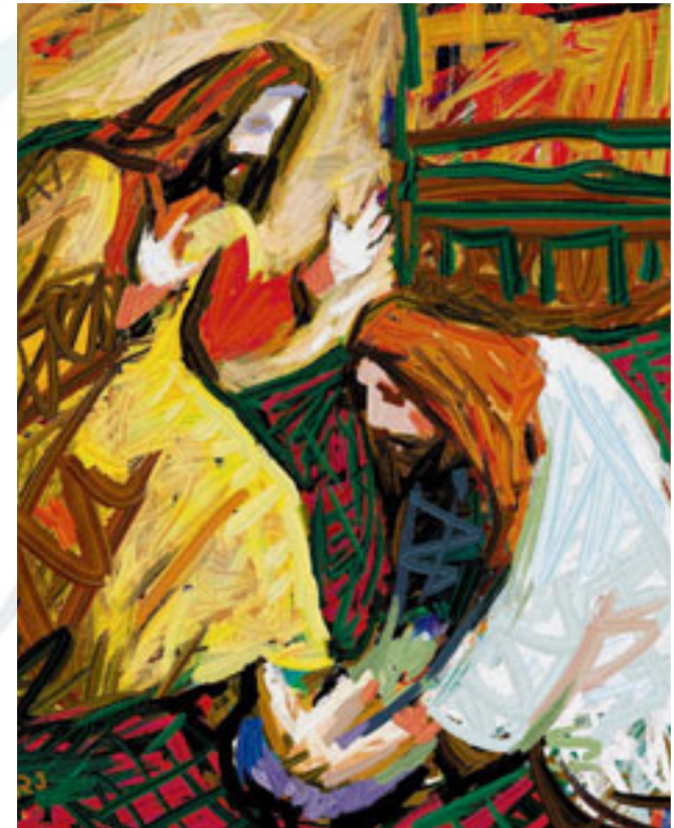
*Who do you experience as a servant leader currently or in your past?*



# 7 Pillars of Servant Leadership

# 7 Pillars of Servant Leadership

**Servant Leadership** is a leadership philosophy that uses a set of mindsets, behaviors and practices which place the primary emphasis on the well-being of those being served.



# 7 Pillars of Servant Leadership

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- Leads with a Moral Authority
- Compassionate Collaborator
- Skilled Communicator
- Puts People First
- Systems Thinker
- Person of Character
- Has Foresight

Christian leadership is above all else about servanthood; putting oneself at the service of God and his people

~

God sees the situation and needs of his people, and calls men and women to lead

~

Servant Leaders bring about a necessary change



# The Tenets of Synodality



# Tenets of Synodality

As leaders the tenets of Synodality are foundational to the mindsets, behaviours and practice of the 7 Pillars of Servant Leadership.

*“For leadership there is only one road: service.”*  
Pope Francis

# Tenets of Synodality

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- **Courage**
- **Humility**
- **Hope**
- **Discernment**
- **Dialogue**
- **Openness / Non-judgement**
- **Belonging**
- **Visionary**
- **Agency**

*“You did not choose me, but I chose you and appointed you so that you should go and that your fruit should abide, so that whatever you ask the father in my name, he may give it to you. These things I command you, so that you will love one another.”*

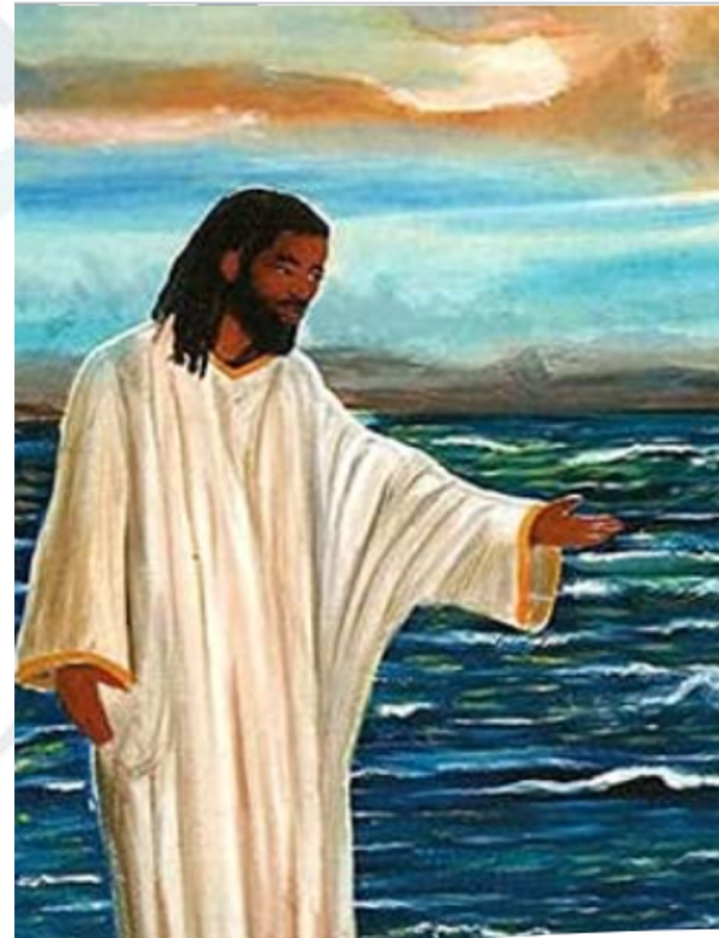
*John 15: 14-17*

# Courage

“But Jesus immediately said to them: “Take courage! It is I. Don’t be afraid.”

Matthew 14:27

*Changing our mindsets and behaviors from the way we have always done things, or from the way things have always been done, takes courage. Jesus invites us to step into this fear and draw our courage from Him.*

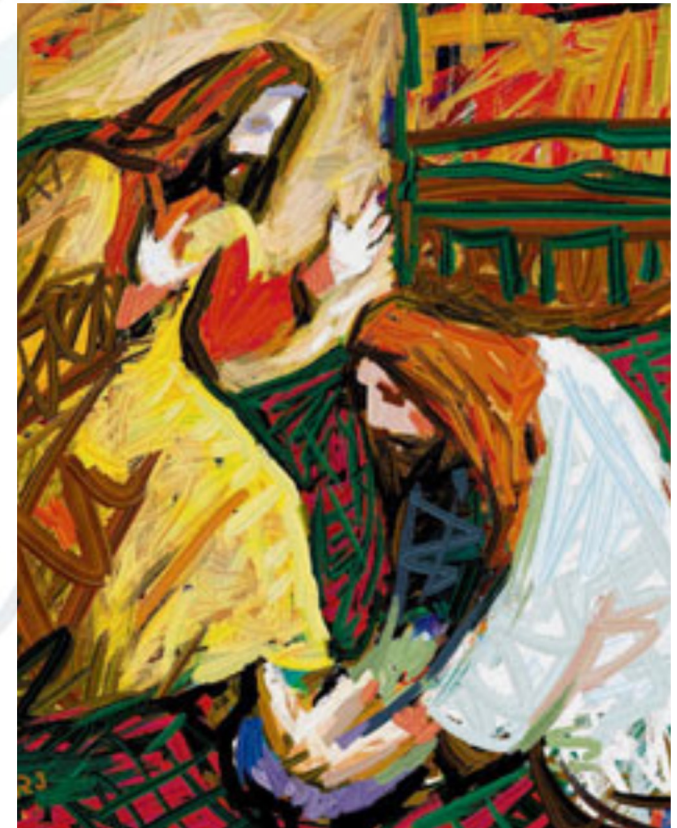


# Humility

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

Mark 10:45

*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.*



# Hope

“I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing.

John 15:5

*As spiritual beings, our greatest hope is to evolve and grow into servants of God. Jesus gives us the roadmap for this personal and spiritual development by having a constant connection to Him.*



# Discernment

Jesus said to her "Mary,"  
She turned toward him and  
cried out in Aramaic,  
"Rabboni!"  
(which means "Teacher").

John 20:16

*Mary listened with an open mind, open heart and open will. She listened deeply and with discernment, and she was able to hear the truth.*



# Dialogue

“If you knew the gift of God, and who it is that is saying to you, ‘Give me a drink,’ you would have asked him, and he would have given you living water.”

John 4:10

*Jesus's dialogue with the woman at the well is his longest recorded conversation in the New Testament. He asked and answered questions effectively. He listened deeply and created an environment of safety. Jesus was curious about people, met them exactly where they were and was able to adapt to any communication style.*



# Openness/Non-judgement

Jesus asks...

“Woman, where are they? Has no one condemned you?” “No one, sir,” she said. “Then neither do I condemn you; go and sin no more,” Jesus declared.

[John 8: 10-11](#)

*Jesus asks simple yet powerful questions and models non-judgment, creating a safe space for growth and change.*



# Belonging

A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples.

John 13: 34-35

*This attitude of love is the essence of true belonging. Jesus desires to make a space at the table for everyone: men, women and especially children from all walks of life and context have a space to find true belonging in Jesus.*



# Vision & Agency

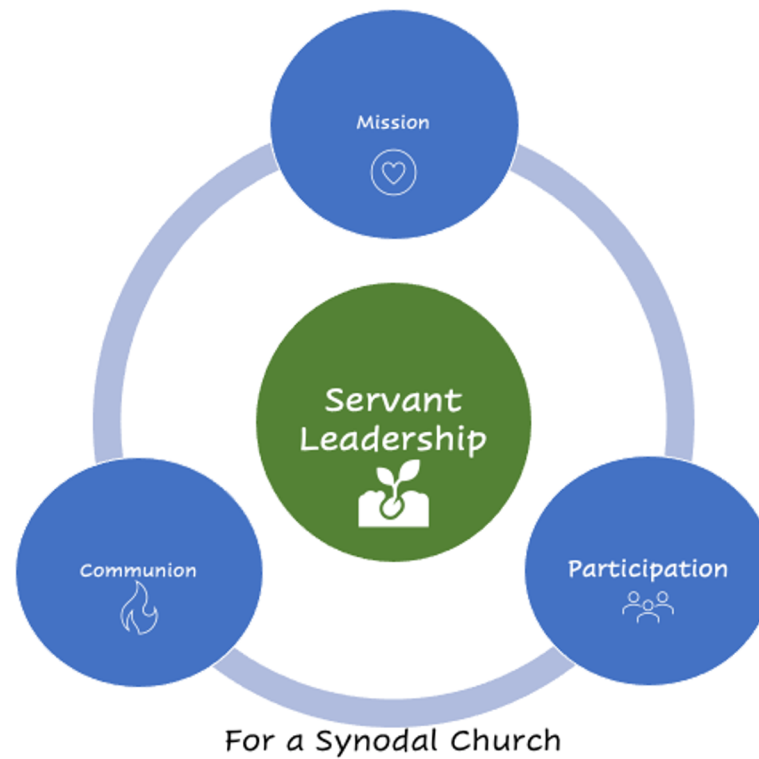
For the Spirit God gave us  
does not make us timid,  
but gives us power, love and  
self-discipline

2 Tim 1:7

*Agency is believing you can influence your own thoughts and behaviors and handle a wide range of situations—based upon a vision of change. Jesus' power originates in the power of God. You are a child of God, and you possess this same agency.*

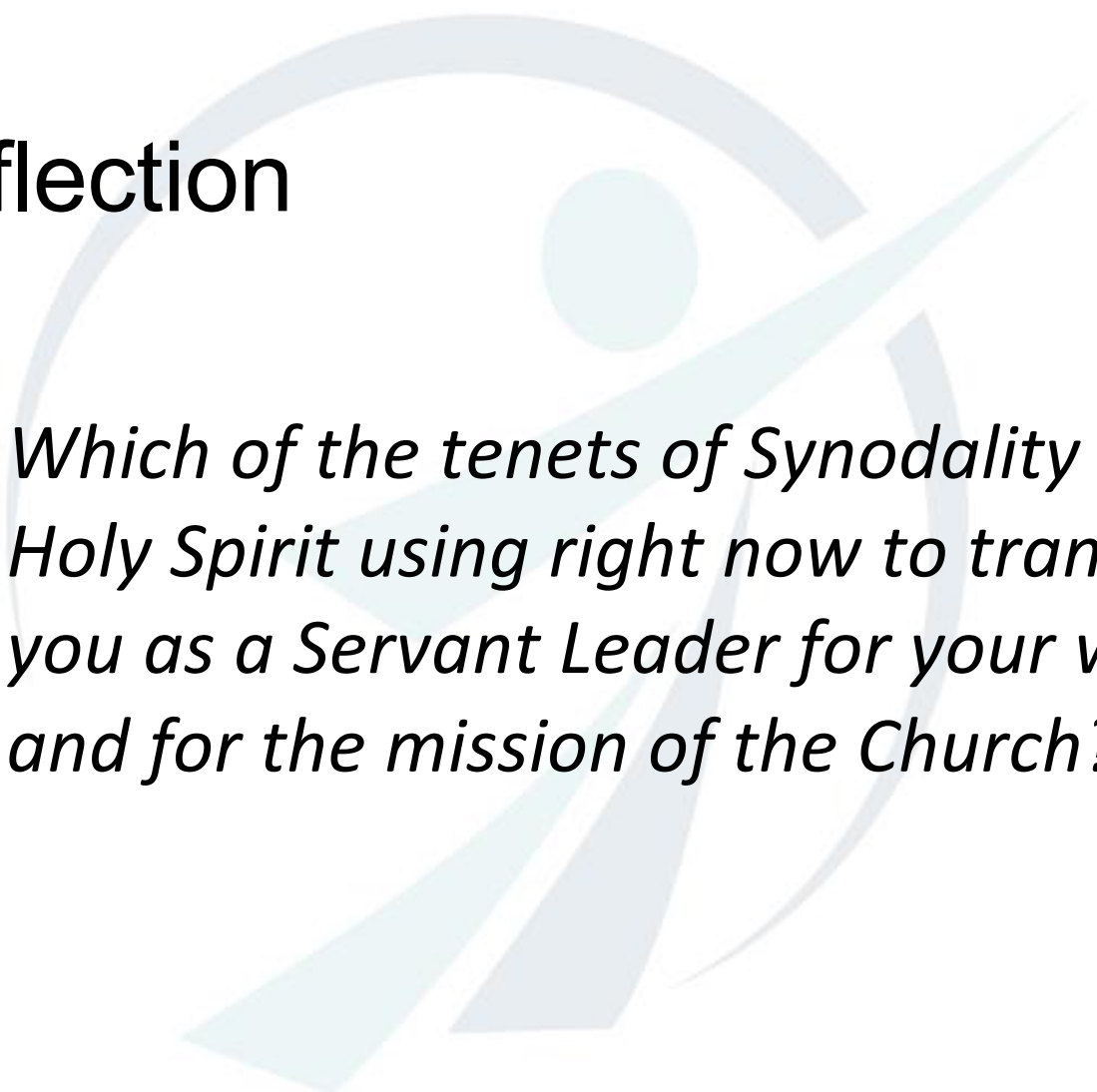


# Synodality & The Servant Leader





## Reflection



*Which of the tenets of Synodality is the Holy Spirit using right now to transform you as a Servant Leader for your work and for the mission of the Church?*



# Debrief & Group Share



# Building the Learning Community





## **ACTIVITY:** Discussion Invitation

### **Round One (5 minutes)**

**Find Two People Who You Do Not Know and Discuss,**

- *What challenges and opportunities do you bring to this gathering?*
- *What successes do you bring to this gathering?*
- *What gifts do you hope to receive from, and offer to, this community of learning leaders?*



## **ACTIVITY:** Discussion

**Round Two (5 minutes)**

**Find Two People Who You Do Not Know and Discuss,**

- *What challenges and opportunities do you bring to this gathering?*
- *What successes do you bring to this gathering?*
- *What gifts do you hope to receive from, and offer to, this community of learning leaders?*

# ACTIVITY: Discussion

**Round Three (15 minutes)**

**Find Two People Who You Do Not Know and Discuss,**

*What patterns did you discover in your conversations?*

- Challenges?
- Successes
- Opportunities? Hopes?



# Harvest & Debrief



# *ACTIVITY:* Individual Reflection

*Reflect Individually in your journal*

- *What am I hoping to learn?*
- *What am I hoping to share with others?*

