



Ministry of Governance

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SERVANT LEADERSHIP

TEMPLE LESSON-07-05-2014

THE TEMPLE FOCUSES ON SERVANT LEADERSHIP

**1. Values diverse opinions.**

A servant leader values everyone's contributions and regularly seeks out opinions. If you must [parrot](#) back the leader's opinion, you are not in a servant-led organization.

**2. Cultivates a culture of trust.**

People don't meet at the water cooler to gossip. [Pocket vetoes](#) are rejected.

**3. Develops other leaders.**

**4. Helps people with life issues** (not just work issues).

It's important to offer opportunities for personal development beyond the job. Let's say you run a company program to lose weight, or lower personal debt, or a class on etiquette. None of these may help an immediate corporate need, but each may be important.

**5. Encourages.**

The hallmark of a servant leader is [encouragement](#). And a true servant leader says, "Let's go do it," not, "You go do it."

**6. Sells instead of tells.**

A servant leader is the opposite of a dictator. It's a style all about persuading, not commanding.

**7. Thinks "you," not "me."**

There's a selfless quality about a servant leader. Someone who is thinking only, "How does this benefit me?" is disqualified.

### **8. Think's long-term.**

A servant leader is thinking about the next generation, the next leader, the next opportunity. That means a tradeoff between what's important today versus tomorrow, and making choices to benefit the future.

### **9. Acts with humility.**

The leader doesn't wear a title as a way to show who's in charge, doesn't think he's better than everyone else, and acts in a way to care for others. She may, in fact, pick up the trash or clean up a table. Setting an example of service, the servant leader understands that it is not about the leader, but about others.

## **9 Qualities of the Servant Leader**

- 1. Values diverse opinions**
- 2. Cultivates a culture of trust**
- 3. Develops other leaders**
- 4. Helps people with life issues**
- 5. Encourages**
- 6. Sells instead of tells**
- 7. Thinks you, not me**
- 8. Thinks long-term**
- 9. Acts with humility**

The replication factor is so important. It means teaching others to lead, providing opportunities for growth and demonstrating by example. That means the leader is not always leading, but instead giving up power and deputizing others to lead.

By Robert Greenleaf

- 1. Listening** - Traditionally, leaders have been valued for their communication and decision making skills. Servant-leaders must reinforce these important skills by making a deep commitment to listening intently to others. Servant-leaders seek to identify and clarify the will of a group. They seek to listen receptively to what is being said (and not said).

Listening also encompasses getting in touch with one's inner voice, and seeking to understand what one's body, spirit, and mind are communicating.

2. **Empathy** - Servant-leaders strive to understand and empathize with others. People need to be accepted and recognized for their special and unique spirit. One must assume the good intentions of coworkers and not reject them as people, even when forced to reject their behavior or performance.
3. **Healing** - Learning to heal is a powerful force for transformation and integration. One of the great strengths of servant-leadership is the potential for healing one's self and others. In "The Servant as Leader", Greenleaf writes, "There is something subtle communicated to one who is being served and led if, implicit in the compact between the servant-leader and led is the understanding that the search for wholeness is something that they have."
4. **Awareness** - General awareness, and especially self-awareness, strengthens the servant-leader. Making a commitment to foster awareness can be scary--one never knows that one may discover! As Greenleaf observed, "Awareness is not a giver of solace - it's just the opposite. It disturbs. They are not seekers of solace. They have their own inner security."
5. **Persuasion** - Servant-leaders rely on persuasion, rather than positional authority in making decisions. Servant-leaders seek to convince others, rather than coerce compliance. This particular element offers one of the clearest distinctions between the traditional authoritarian model and that of servant-leadership. The servant-leader is effective at building consensus within groups.
6. **Conceptualization** - Servant-leaders seek to nurture their abilities to "dream great dreams." The ability to look at a problem (or an organization) from a conceptualizing perspective means that one must think beyond day-to-day realities. Servant-leaders must seek a delicate balance between conceptualization and day-to-day focus.
7. **Foresight** - Foresight is a characteristic that enables servant-leaders to understand lessons from the past, the realities of the present, and the likely consequence of a decision in the future. It is deeply rooted in the intuitive mind.
8. **Stewardship** - Robert Greenleaf's view of all institutions was one in which CEO's, staff, directors, and trustees all play significance roles in holding their institutions in trust for the great good of society.
9. **Commitment to the Growth of People** - Servant-leaders believe that people have an intrinsic value beyond their tangible contributions as workers. As such, servant-leaders are deeply committed to a personal, professional, and spiritual growth of each and every individual within the organization.

10. **Building Community** - Servant-leaders are aware that the shift from local communities to large institutions as the primary shaper of human lives has changed our perceptions and has caused a feeling of loss. Servant-leaders seek to identify a means for building community among those who work within a given institution.

TEMPLE SERVICES ADJOURNED TO RE-CONVENE AT A FUTURE DATE  
CERTAIN.

