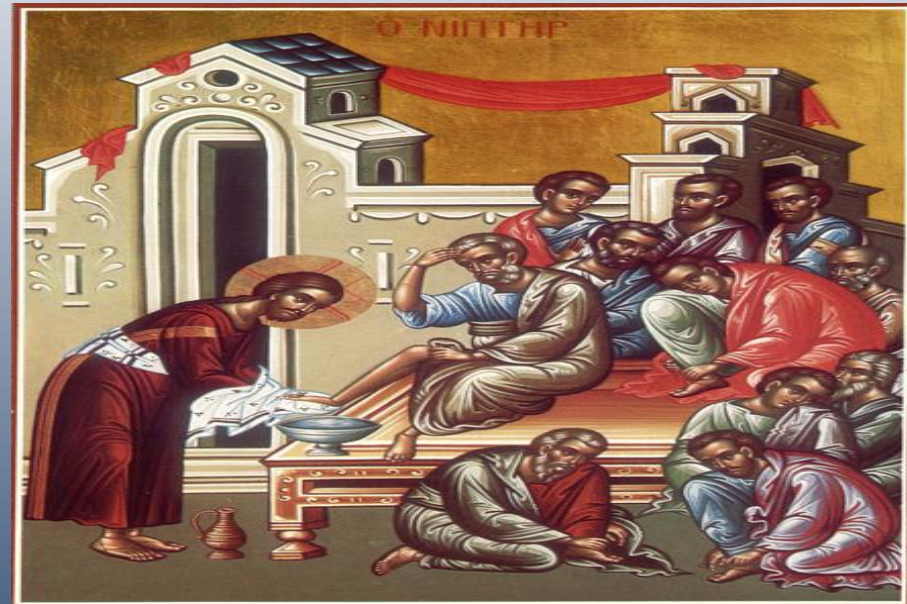


Section #2

Servant Leadership



1. Icon by Theophanes o Kris, Ivron monastery, Agion Oros

Servant Leadership

This second section presents:

- The definition of Servant Leadership and its various components including the concepts and importance of humility, persuasion, and organizational vision and mission.
- An opportunity for a Servant Leadership self assessment, which will be revisited at the end of the module

Servant Leadership

“The perfect example of a servant leader is our Lord, Jesus Christ, who taught his disciples that servant leadership is the leadership model of the Kingdom...

It is a mindset, a methodology that naturally emerges from personhood and stewardship.”¹

1. Williams, B. D., McKibben, M. T. (1994). *Oriented Leadership*. Wayne, NJ: Orthodox Christian Publications Center.

Servant Leadership

Click the icon below to watch a short video on Servant Leadership ¹



1. Retrieved from: <http://ed.ted.com/on/EyXkhpdR>



Servant Leadership Characteristics



Empathy

“Rejoice with those who rejoice; mourn with those who mourn”
([Romans 12:15](#)).

Empathy: “*The capacity to feel another person’s feelings, thoughts, attitudes, and participate in their experiences.*”¹

Servant leaders are not judgmental, accept people for what they are and tend to the physical and emotional needs of their fellow parishioners.²

Servant leaders try to put themselves in other people’s shoes, try to understand their perspectives, needs, issues, and intentions.²

1. Retrieved from <http://www.gotquestions.org/Bible-empathy.html>

2. Missios, M (2010). *An exploratory study of the leadership style and practice of Greek Orthodox priests in the United States*. Available from ProQuest (UMI No 3439463)

Listening

“Know this, my beloved brothers: Let every person be quick to hear, slow to speak, slow to anger”
(James 1: 19-20)

Servant leaders are deeply committed to listening intently and be receptively to others' opinions, perspectives, and ideas, even if they are contrary to their own. They have their finger on the pulse of their parish, encourage and embrace new ideas, meet people at their level. ¹

1. Missios, M (2010). *An exploratory study of the leadership style and practice of Greek orthodox priests in the United States*. Available from ProQuest (UMI No 3439463)

Healing

Healing: “To help make whole those with broken spirits and those who have suffered a variety of emotional hurts. ” ¹

Servant leaders try to make people feel comfortable going to them for personal issues and advice. They try to counsel those who are not under the full grace of the Church and help them regain it. ²

1. Greenleaf, R. K. (1977). *Servant leadership: A journey into the nature of legitimate power and greatness*. Mahwah, NJ: Paulist Press.
2. Missios, M (2010). *An exploratory study of the leadership style and practice of Greek orthodox priests in the United States*. Available from ProQuest (UMI No 3439463)

Building Community

“Building Community refers to the leader’s commitment to a collaborative relationship between all stake holders,”¹ such as clergy, parish council, parishioners, employees, suppliers.

Servant leaders try to create a positive environment in which people feel safe. They constantly build relationship bridges and tie outreach to their parish mission and vision. They inspire parishioners to active participation and ownership of the parish ministries.²

1. Greenleaf, R. K. (1977). *Servant leadership: A journey into the nature of legitimate power and greatness*. Mahwah, NJ: Paulist Press.
2. Missios, M (2010). *An exploratory study of the leadership style and practice of Greek orthodox priests in the United States*. Available from ProQuest (UMI No 3439463)

Authentic Humility

“Give me, your servant, the spirit of prudence, humility, patience and love, Lord and King, grant that I may see my own sins and faults and not to judge my brother..”

Prayer of Saint Ephraim

“All who exalt themselves will be humbled but all who humble themselves will be exalted.” Luke 18:14

Authentic Humility

A Humble leader inspires and motivates his followers by his warm and pleasant personality, by being “*one of us*,” and by being a good role model. He is a “*people’s person*” who practices what he preaches. He is not afraid for people to see that he is human with the same challenges as everyone.¹

“ The mark of a good administrator is service so good and so transparent that the work actually brings honor to the person/people he serves.”²

1. Missios, M (2010). *An exploratory study of the leadership style and practice of Greek orthodox priests in the United States*. Available from ProQuest UMI: 3439463
2. Williams, B. D., McKibben, M. T. (1994). *Oriented Leadership*. Wayne, NJ: Orthodox Christian Publications Center.

Awareness

Servant leaders are involved in all parish activities, try to be part of their fellow parishioners' life, and are engaging, inclusive, and informed. ¹

Furthermore, “Servant Leaders are concerned with generating awareness and acceptance among the followers of the purposes and mission of the group, and with motivating followers beyond their own selfish interests toward common group goals” ²

1. Missios, M (2010). *An exploratory study of the leadership style and practice of Greek orthodox priests in the United States*. Available from ProQuest (UMI No 3439463)

2. Seltzer, J., & Bass, B. M. (1990). Transformational leadership: Beyond initiation and consideration. *Journal of Management*, 16(4), 693–695. Retrieved from ProQuest database.

Conceptualization and Foresight

Servant leaders are always looking ahead, they have the ability to converge many ideas in one common direction, and inspire parishioners to share the common vision. ¹

Servant leaders establish the **strategic vision** for their organizations and have the foresight to look ahead and analyze the potential consequences of strategic decisions. They are pioneers, taking risks and clearing new paths. ²

1. Missios, M (2010). *An exploratory study of the leadership style and practice of Greek orthodox priests in the United States*. Available from ProQuest (UMI No 3439463)

2. Russell, R. F., & Stone, A. G. (2002). A review of servant leadership attributes: Developing a practical model. *Leadership & Organization Development Journal*, 23(3/4), 145–157. doi:10.1108/01437730210424084

Alignment with Mission and Vision

"The very essence of leadership is that you have to have a vision. It's got to be a vision you articulate clearly and forcefully on every occasion."

Theodore Hesburgh, President of the University of Notre Dame

Alignment with Mission and Values



“Christian leadership is vision dependent and Kingdom centered” ¹

“With clear vision it is easier for people in an organization to see how they fit in in the overall direction of the organization” ²

1. Williams, B. D., McKibben, M. T. (1994). *Oriented Leadership*. Wayne, NJ: Orthodox Christian Publications Center.

2. Northouse, P.G. (2007). *Leadership Theory and Practice*. Thousand Oaks, CA: Sage Publications. .

Growth of People and Stewardship

Commitment to the growth of people

Servant leaders inspire people by being counselors, mentors, good role models, they make people feel wanted and that everybody counts, they trust and empower people to carry the church ministries, and do not just give people answers; they help them find their own solutions. ¹

Stewardship

Servant leaders sacrifice personal and family time to serve the needs of their parish and fellow parishioners. ¹

1. Missios, M (2010). *An exploratory study of the leadership style and practice of Greek orthodox priests in the United States*. Available from ProQuest (UMI No 3439463)

Persuasion

Servant leaders exercise “openness and persuasion rather than control.”²

Persuasion implies empowerment in the sense that everyone in the organization, not just the leaders, must be stewards.¹

1. Russell, R. F., & Stone, A. G. (2002). A review of servant leadership attributes: Developing a practical model. *Leadership & Organization Development Journal*, 23(3/4), 145–157. doi:10.1108/01437730210424084
2. Spears, L. (2004). *Practicing servant-leadership*. *Leader to Leader*, 34, 7–11. Retrieved from ProQuest database.

Influencing Others- The Art of Persuasion

“Bible teaching about persuasion is vitally important because, as Christians, we are in that business...

....As Christians, we are told to persuade people to Christ, but without being tricky, manipulative, and lying.”¹

“Servant leaders strive to convince and persuade followers instead of trying to pressure and coerce them”²

1. Newman, W. *Bible teaching about persuasion*. Retrieved from: <http://www.bible-teaching-about.com/persuaion.html>

2. Spears, L. (2004). *Practicing servant-leadership*. *Leader to Leader*, 34, 7–11. Retrieved from ProQuest database.

Influencing Others-The Art of Persuasion



The way Christ persuaded people with words is an example of how Christians are to be persuasive:

- Be specific,
- Speak with authority,
- Know the audience, and
- Know how to tactfully get them to critically think about the topic ¹

1. Lacey. *Persuasion*. Retrieved from <http://www.ojccc.org/2011/02/persusion>

2. Icon from Decani Srpskoblago, Servia

Understanding my Gifts: Servant Leadership

Click the icon below and complete the short self-evaluation of your servant leadership approach ¹



¹. Retrieved from: <http://modernservantleader.com/servant-leadership/leadership-assessment/>