

SESSION 3:

PRACTICES OF SERVANT LEADERSHIP

- *Welcome & Review the 21-Laws of Leadership: 20 minutes*
- *Session #3 Teaching: The Priorities, Principles and Practices of a Servant Leader: 10 minutes*

First the priorities of Jesus were to develop his disciples, build them into a trusting team and then send them out to conquer the world. Developing people is all about knowing the people that work around you, understanding their home and work environment, always trying to reflect Christ like love which was always speaking words of life into them and encourage with candor. Building a trusting team should be grace driven, always giving the employee the benefit of the doubt and affirming the individual that we rise and fall together which means we use we instead of I. Everyone wants and needs to feel achievement in their lives! Knowing when we have achieved something requires specific goals, milestone objectives, constant feedback and celebrating the wins along the way. disciples and release them to change the world.

Secondly, the key principles are to serve first, influence through persuasion and empower the individual. Serving first means to lead by example as the speed of the leader will drive the speed of the team. Serving first also means demonstrating a spirit of humility, complimenting others ahead of yourself. Influencing through persuasion is constantly seeking each individual's ideas and thoughts, letting no one remain silent. When everyone has had input, build consensus, affirm and encourage, always being authentic in caring about the individual. Lastly, empowering the individual is providing a culture of open communications, always affirming what the individuals contribution is and recognize his/her accomplishments often. (Mobil Story, Even though you are the head of the organization give the credit to others for the success achieved)

The third dimension of servant leadership is the practice of listening with intentionality, delegating with confidence and connecting each individual with the mission. Listening with intentionality means letting others speak first, acknowledging all thoughts as important and appreciated while maintaining eye contact with whoever is speaking and repeat often what you have heard to ensure you have captured the understanding of the thoughts being shared. The practice of delegating with confidence is speaking words of life and encouragement to every team member and believing in the best outcome possible for them. Make it a habit of having ongoing communications so there will be no surprises. The third practice of servant leadership is the act of connecting the individual with the vision which requires sharing vision often and asking each team member to talk about his/her role connects to the vision. If a person feels connected to the vision then it is easy to affirm the importance on an ongoing basis. Lastly, always strive to connect all the dots of interaction with the team to the impact toward the mission.

These servant leader priorities, principles and practices represent key biblical precepts demonstrated by Jesus's leadership style and when employed will have a dramatic effect on any organization. The more we focus on being that kind of leader, the more responsive and productive the individual and ultimately the team will be. The organization will begin to operate as a group of individuals that believe in each other because the leader believes in them. People will grow in their support of one another versus being judgmental or critical and the language changes from I to we!

Small Group Discussion: 20 minutes

- *Talk about how you engage your work team to get to know them deeper.*
- *Do you pray for and with team members?*
- *How do you celebrate “wins” with your team?*
- *Discuss how you can create a “we” verses “i” culture.*
- *Do you let others on your team speak first? Are you asking good questions and using “active listening?” Discuss.*
- *Do you connect your team to the vision of the organization?*

Small Group Wrap-Up: 10 minutes

- *What were the biggest take-aways and personal commitment from your small group time?*
- *What is ONE thing that you will do different this week in order to make needed changes that came up in today’s study?*

Discuss This Week’s Homework: 5 minutes

- *Read Luke 2:41-52 and discuss how leadership is developed at an early age.*
- *Read John 15:5-20 and discuss how people do what they see.*
- *Read Luke 8:22-9:1 and make notes about caring about the person before the task.*
- *Read Luke 10:1-24 and think through what empowerment looks like.*
- *Read Matthew 14:21-31 and make notes on how leaders add value through serving.*
- *Read Matthew 20:20-28 and summarize the meaning of this text in relation to leadership.*