

LESSON 4-1: Healthy Leadership

Understanding Servant Leadership

“The key to greatness is to look for people's potential and spend time developing it.” - Peter Drucker

“That’s the beauty of servant leadership. It not only serves people; it also produces superior results.” - Ken Blanchard

“Anyone wanting to be a leader among you must first be the servant...If you choose to lead, you must serve.” - Jesus Christ, Matt. 20:26

WELCOME & PRAYER

- Help us understand others and how to serve them
- Be open to think differently
- Be open to learning

KICK OFF QUESTION

- When someone says, “servant leader”, what are your thoughts? Do you have a positive or negative view? Why?

PRIMARY SCRIPTURES

“Do to others whatever you would like them to do to you.” Matthew 7:12 (NLT)

‘So Jesus called them together and said, “You know that the rulers in this world lord it over their people, and officials flaunt their authority over those under them. But among you it will be different. Whoever wants to be a leader among you must be your servant, and whoever wants to be first among you must be the slave of everyone else. For even the Son of Man came not to be served but to serve others and to give his life as a ransom for many.”’ Mark 10:42-45 (NLT)

Discussion Question: What does it mean to you when it says, “...to be a leader, we must be a servant...”? When and where does this apply?

A good exercise to understand the application of any Scripture in today’s culture is to substitute similar words in the appropriate context. As an example, substitute CEO or manager for ‘rulers’ and substitute business instead of world. Does this give additional insight?

God, in the form of Jesus came to earth to serve us (you). This is one of the most challenging thoughts in Scripture to understand, but He did. If God came to serve us as a model, how can we do anything else? God did exactly what He is asking us to do.





The last sentence of verse 45 is the application. Jesus says why He came and what He is willing to give up to serve others. The question for us as leaders is: What are we willing to give up for others? Would we die for our family? What are we willing to give up for our co-workers? Would we give up money or profit to serve others at work? Would we give of our time to help and encourage someone?

BIG PICTURE

- Servant Leadership is learning how to serve others by making them better.
- Servant Leadership is loving others by actions, not feelings.
- Servant leadership is about sacrificing for others.

Servant Leadership is used by many secular companies led by non-believers because they believe it is the best model for leadership.

CONCEPTS TO UNDERSTAND

- Servant Leadership is defined by author James C. Hunter as follows: The skills of influencing people to enthusiastically work toward goals identified as being for the common good, with character that inspires confidence.

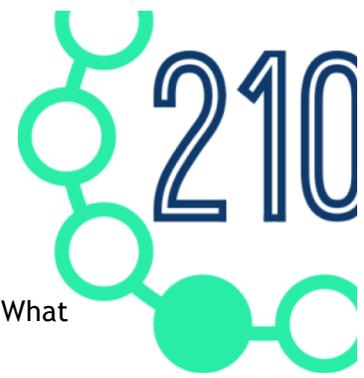
Servant Leadership is earning influence and respect with people because you put their needs above your needs. It is making sure that you take care of the folks in your sphere of influence, whether it is at work, at home or in the community. It is treating them with respect by serving their legitimate needs, not their wants. You express love to them through actions, not feelings by being patient, kind and having self-control. You should truly want what is best for them, trying to help them succeed. Being a servant leader means that you address gaps in performance, and that you do so in a calm and patient manner with the objective of helping them. You look for ways to encourage, not ways to criticize. You help them learn how to be better. When you do this well, people will run through walls for you.

Leadership is a skill that is learned. Very few people are born ‘natural leaders’.

Leadership is character and character is leadership. When we have character that is trustworthy, people believe that you mean what you say and believe you want the best for them. Conversely, a person without character would not be worried about what is best for their staff. The failure of character is one of the biggest problems we face today in American business. Leader’s actions are eventually exposed whether the actions are good or bad. Their actions might be: 1) focused on the short-term for the company, which leads to long-term problems; 2) manipulation of financial data; 3) manipulation of other leaders who end up leaving; 4) illegal activities; etc. Two-thirds of the people that leave their jobs do so because of their boss or manager.

We want to move from learning about being a better leader to becoming a better leader. What does it take? Hard Work! It is easy to talk about change, but quite different to actually change. Only 10 percent of those who attend a leadership seminar actually change as the result of the training. The goal for you is to become a better leader through learning and then implementation. Everyone involved in 210Leaders needs to make some type of change.





Principals to always keep in mind:

- Leadership is character. Character is leadership.
- Servant Leadership is gaining influence, not using power.
- We must evaluate all of our actions and thoughts through this question: What is best for the individuals I serve, not what is best for me?

The ultimate question to answer throughout this series:

- **How do leaders serve their people?**

EXERCISE 1

Simplify and paraphrase Mark 10:42-45 as it applies to you in today's culture. You might substitute CEO or even your name as the 'rulers'. Maybe your name needs to be substituted for the 'Son of Man' (please do not take this exercise as sacrilegious...this is just a way to understand application of this Scripture to you).





EXERCISE 2 - Leader Characteristics

List the attributes of the ideal leader and how you score yourself.

Ideal Leader Attributes	Your score as a Leader (1 to 4 with 4 being the highest score)

DISCUSSION QUESTIONS

- Give an example of when a leader put their interest above yours? How did you feel? Did you really want to be led by this leader?
- Describe an event that if you had it all to do over again, you would treat someone differently? What would you do differently?
- When do you put the interest of others above your own even if it might cost you something? Give an example. What struggles do you have with this concept?





- What can you do to serve your team better? What would your team say? What would your spouse say?
- What observations can you make after paraphrasing Mark 10:42-45?

WEEKLY APPLICATION

- Make another self-assessment of your leadership after this lesson. What do you need to change to be a better leader? What specifically are you going to implement to become a better leader?
- Using the table below, make of list of people in your sphere of influence. Write down how you can help them and what you are willing to give up for each one of them. Use the attached table. Please keep this list throughout this lesson series. As we go through the lessons, you will gain additional insight in which you will want to edit the list.

CLOSING PRAYER

ADDITIONAL RESOURCES

- *The Servant - A Simple Story about the True Essence of Leadership* by James C Hunter
- [YouTube Video](#) of Simon Sinek interview on CBS This Morning discussing his book *Servant Leadership, Why Leaders Eat Last*
- *The World's Most Powerful Leadership Principle - How to become a Servant Leader* by James C Hunter
- *Seven Pillars of Servant Leadership* by James Sipe and Don Frick

ADDITIONAL SCRIPTURE READINGS

- 2 Corinthians 9:6
- Matthew 22:37-39
- Matthew 4:19



