

A photograph of two women in a room. The woman in the foreground is a young woman with short blonde hair, wearing a dark blue sweater with a white collar, smiling and looking towards the right. The woman in the background is a Black woman with her hair styled in a bun, wearing a grey turtleneck, also smiling. The wall behind them is covered with several framed photographs. The year '2021' is printed in a pink font in the upper right corner of the image.

2021

Being a Servant Leader Even in The Toughest Times

Healing, Restoration and Resilience

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| **Servant Leadership**

What is it?

a leadership philosophy in which an individual interacts with others – either in a management or fellow employee capacity – with the aim of achieving authority rather than power. The authority figure intends to promote the well-being of those around him or her.



Perspectives needed for leaders in these tough times.

THE TWO MINDSETS

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EMBRACING CHANGE

- CHANGE IS GROWTH AND GROWTH IS CHANGE
- LEADERS SHOULD VALUE GROWTH THEREFORE VALUING CHANGE
- IMPERATIVES OF CHANGING – AS WE CHANGE, WE SHOULD SHIFT
- OUR RESPONSE SHOULD BE TO EMBRACE AND NOT RESIST
- EMBRACE CHANGE AS A REQUIREMENT AND AS AN ESSENTIAL STRATEGY
- CHANGE IS IMPERATIVE TO GET WHERE WE NEED TO BE

CONFORMING VS. ADAPTING

- CONFORMING AND ADAPTING ARE SIMILAR
- CONFORMING – CHANGING YOURSELF TO GET APPROVAL (PEOPLE PLEASER)
- ADAPTING – CHANGING CURRENT PERSPECTIVE TO GAIN INFLUENCE
- AS LEADERS WE MUST CHANGE OUR PERSPECTIVE TO ADAPTING FROM CONFORMING
- ABILITY TO ADAPT IS TICKET TO ADVANCEMENT.

HOW DO WE MINIMIZE CONFORMING?



Learn From Others

“WHEN THE STUDENT IS READY, THE TEACHER APPEARS”

- Focus on the end goal and to remember your why.
- Be accountable to others.
- Create space that invites awareness and personal growth.
- Create an inner circle – someone that knows you and knows your values, they know what inspires you.
- Create an outer circle – the people that are gifted differently than you – the see bigger and better – challenge you to get outside of your zone. Who keeps you on point and who is challenging you?



Mindset of a Servant Leader



Soloist to Conductor

“Do something for someone that will never be able to give you something in return.”

- Lead in a way that you never thought that you could.
- Know their PPF (personal, professional, financial goals) know these of people that you lead.
- Move people one step closer to their goals daily. Provide opportunities and exposure.

Pleasing people to challenging people

“You will never influence the world by trying to be like it.”

- Antithetical to societal standards.
- Don't get caught up in what society is telling us that leadership is.
- Do you want to be popular or be effective/impactful? Society says success is determined by how many ppl like you.
- This doesn't mean go to the extreme but sometimes you have to do the unpopular to be impactful within.
- Are you challenging others to be better?
- Have courageous authenticity. Be bold.

Maintaining to Creating

“Run from being good. Chase being great.”

There are the benefits of both.

Who are the creatives on your team? You need both. Go from training to transforming. From good to great! Don't become complacent or mediocre.

Go from competitive analysis to comparative analysis. Where could we be and how can we get there? Is our best enough?

Enemy of better is best.

From maintaining the best to creating the better.

Ladder climbing to ladder building

“We rise by lifting others.”

- A shift in the way of thinking
- Be hungry, humble, and smart are those that you want to build a ladder for.
- There are enough people in your life/environment that fit the build.
- These are passionate people and people that are unafraid to take risks, but you will only know this about people if you are connecting with them

Directing to Connecting

“True humility is not in the absence of confidence, but strength restrained.”

Diminish the success gap.

The leader should be the least one on the pedestal. You have to keep the success gap from hindering your influence.

Communicate from the journey that got you where you are now. Stay relatable – humility allows for this.

If you're not connecting, you are not communicating

What are our blind spots?

Direct so that you can connect.

Overview



Two Mindsets



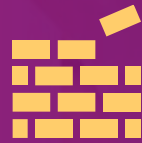
Conductor



Challenging People



Creating



Ladder Building



Connecting



Q & A



THANK YOU!

“A SERVANT LEADER IS ONE WHO KNOWS THE WAY, GOES THE WAY AND SHOWS THE WAY!”