



June 10, 2021 <> 10:25am-11:25am
Women of Color Summit

Taking Flight: *The Servant Leadership Model: Leading With Excellence*



Presented By Dr. Cassandra L. Salter-Smith



WORKSHOP PURPOSE & OVERVIEW

This Interactive Workshop will focus on the importance of Servant Leadership. Servant leadership is a philosophy and set of practices that enriches the lives of individuals, builds better organizations and ultimately creates a more just and caring world.

The Learning Objectives

- 1-Learn the definition of Servant Leadership and review the philosophy and key concepts of Greenleaf. Discuss what leadership means to you.
- 2- Review selected servant leaders' quotes by women leaders.
- 3- Servant Leadership Characteristics
 - ***Listening, Empathy, Healing, Awareness, Persuasion, Conceptualization***
 - ***Foresight, Stewardship, Commitment to the Growth of People, Building Community***
- 4- Learn the importance of making a difference as a servant leader/A Mission Event.
- 5- Learn the importance of personal and professional growth of self and others.





THE WORKSHOP AGENDA

Welcome- Dr. Cassandra L. Salter-Smith

Section 1: What does leadership mean to you? What are your current leadership roles?
Servant Leader defined by Robert K. Greenleaf

Section 2: Quotes by Selected Historic Women Servant Leaders
Who do you recognize as a Servant Leader in your life?

Section 3: Servant Leadership Characteristics

Listening, Empathy, Healing

Awareness, Persuasion, Conceptualization

Foresight, Stewardship

Commitment to the Growth of People, Building Community

Section 4: Inspired Women Lead

An Act of Kindness Mission Event utilizing the five W's
(Who, What, When, Where and Why).

Section 5: Begin Your Servant Leadership Journey

The Servant Leadership Video Presentation

What Will Your Servant Leadership Legacy Be?

Q&A

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SERVANT LEADER DEFINITION

Servant-Leader is defined by Robert Greenleaf as

The servant-leader is servant first.... It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead.... The difference manifests itself in the care taken by the servant-first to make sure that other people's highest priority needs are being served.

The best test, and the most difficult to administer, is: Do those served grow as persons? Do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants? And, what is the effect on the least privileged in society, will they benefit or, at least, not be further deprived?

Don M. Frick and Larry C. Spears. On Becoming A Servant Leader: The Private Writings of Robert K. Greenleaf (San Francisco, CA: Josey-Bass Publishers, 1996), 1.



QUOTES BY HISTORIC WOMEN SERVANT LEADERS



“Service is the rent that you pay for room on this earth”

Shirley A. Chisholm (Teacher, Politician, Activist)

November 30, 1924-January 1, 2005



QUOTES BY HISTORIC WOMEN SERVANT LEADERS

- ▶ “The greatness of a community is most accurately measured by the compassionate actions of its members.”
– **Coretta Scott King**
- ▶ “All great achievements require time.”
– **Maya Angelou**
- ▶ “Service is the very purpose of life. It is the rent we pay for living on the planet.”
– **Marian Wright Edelman**
- ▶ “Faith is the first factor in a life devoted to service. Without it, nothing is possible. With it, nothing is impossible.”
– **Mary McLeod Bethune**
- ▶ “Love is a fruit in season at all times, and within reach of every hand.”
– **Mother Teresa**



CHARACTERISTICS



Listening

The servant leader seeks to identify the will of a group and helps to clarify that will. He or she listens receptively to what is being said and unsaid.



Empathy

The servant leader strives to understand and empathize with others. The most successful servant leaders are those who have become skilled empathetic listeners.



Healing

The healing of relationships 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 one's relationship to others.





CHARACTERISTICS



Awareness

General awareness, and especially self-awareness, strengthens the servant-leader. Awareness helps one in understanding issues involving ethics, power, and values.



Persuasion

Another characteristic of servant leaders is reliance on persuasion, rather than on one's positional authority, in making decisions within an organization.



Conceptualization

Servant-leaders seek to nurture their abilities to “**dream great dreams.**” Within organizations, conceptualization is, by its very nature, a key role of stees or directors.





CHARACTERISTICS



Foresight

Foresight is a characteristic that enables the servant leader to understand the lessons from the past, the realities of the present, and the likely consequence of a decision for the future.



Stewardship

CEO's, staffs, and trustees all played significant roles in holding their institutions in trust for the greater good of society.





CHARACTERISTICS



Commitment to the Growth of People

Servant leaders are deeply committed to a personal, professional, and spiritual growth of each and every individual within the organization.



Building Community

Servant-leaders seek to identify a means for building community among those who work within a given institution. Servant leadership suggests that true community can be created among those who work in businesses and other institutions.





A SERVANT LEADERSHIP MISSION EVENT



**“An Act of Kindness Mission Event,” utilizing the five W’s
(Who, What, When, Where and Why).**

As a Servant Leader you can have your team organize an Act of Kindness Mission Event to help an organization that could utilize volunteers for a half day, day or a few hours. Through participating, the team will be engaged in a meaningful transformative service project to make a difference in the lives of those who are being served.





*FIVE SELECTED KEYS**

*To Begin Your Servant Leadership Journey
With Excellence*

- ❖ 1. Listen Without Judgement
- ❖ 2. Be Authentic
- ❖ 3. Develop People
- ❖ 4. Share Power
- ❖ 5. Build Community





THREE KEYS FOR THRIVING*

*On Your Servant Leadership Journey
With Excellence*

- ❖ 1. Leading Into Your Vision
- ❖ 2. Living Into Your Fullest Self
- ❖ 3. Love Past Negatives That Hold You Back

*Denise Padín Collazo





DR. C'S BONUS KEYS



*For Your Servant Leadership Journey
With Excellence*

- ❖ 1. Self-Care
- ❖ 2. Meditate
- ❖ 3. Be a Lifelong Learner
- ❖ 4. Set Boundaries
- ❖ 5. Enjoy This Planet



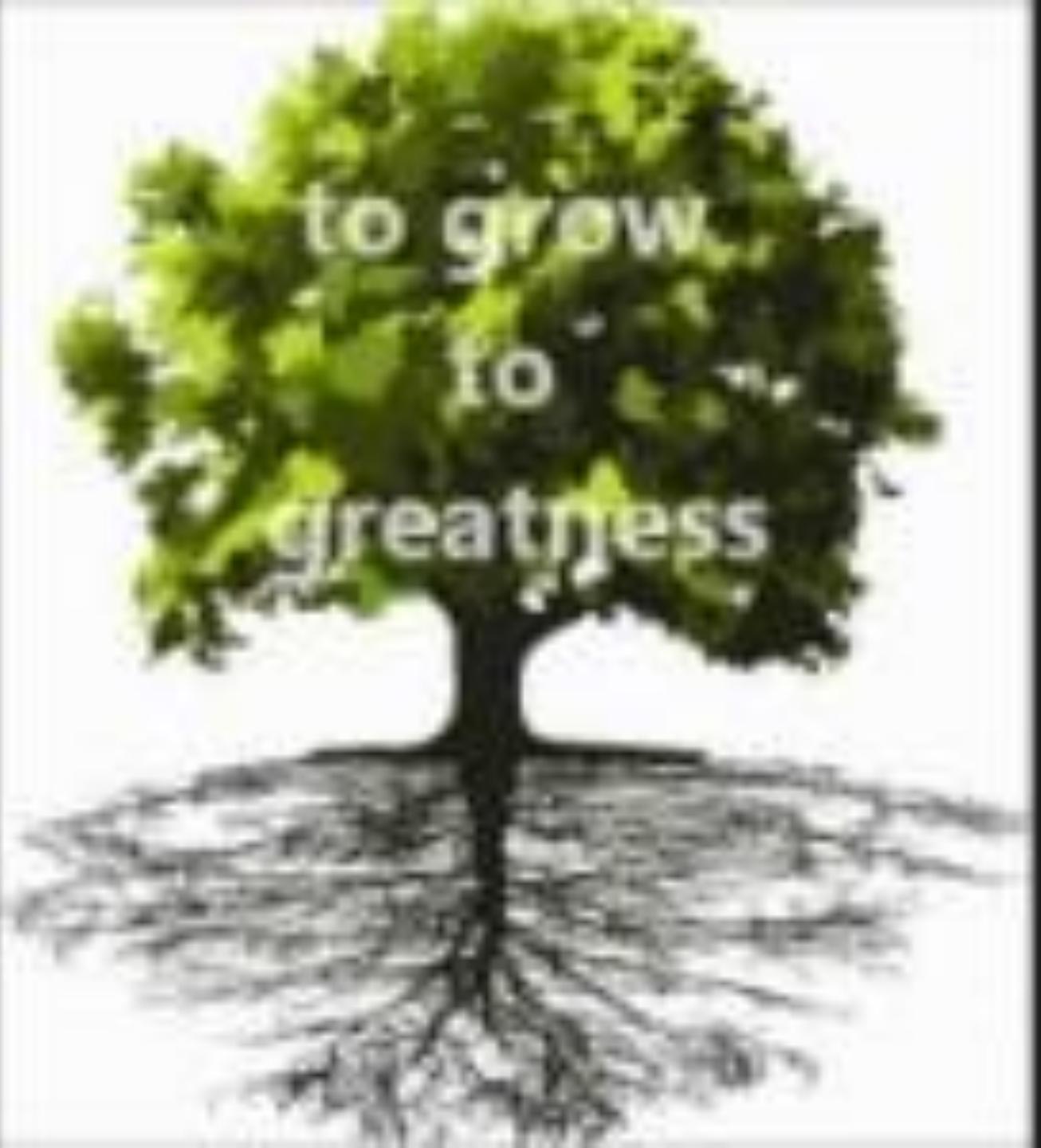


LEARNING OBJECTIVES

As this workshop concludes, I hope that you are able to:

- Recognize the definition of Servant Leadership and describe why it is important.
- Identify the Ten Characteristics.
- Develop your Servant Leadership Skills
- Be Inspired To Lead as a Servant Leader



A small, leafy green tree stands upright from a cluster of open books. The books are stacked horizontally, creating a textured base for the tree. The tree's trunk is dark and slender, supporting a dense canopy of bright green leaves.

to grow
to
greatness



VIDEO PRESENTATION QUESTIONS

What are your reflections on the Servant Leadership video?
What key themes did you resonate with?
What image, object or scene spoke to you?
What do you want to do with your life? (*your passion/purpose*)
How are you going to live as a Servant Leader?



What things do you plan to start following this Workshop?

What things do you plan to stop following this Workshop?





RESOURCES

Frick, Don M. and Larry C. Spears. Eds. ***“On Becoming a Servant Leader.”*** San Francisco: Jossey-Bass Publishers, 1996.

Harrison, Vashti. ***“Little Leaders: Bold Women in Black History.”*** Little, Brown and Company: New York 2017.

McGee, Ann and Duane Trammell. ***“The Essentials of Servant Leadership: Principles in Practice.”*** Accessed May 2, 2021.

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Spears, Larry C. ***“Practicing Servant-Leadership,”*** Leader to Leader, Hesselbein & Company. Accessed December 16, 2015, http://www.faithformationlearningexchange.net/uploads/5/2/4/6/5246709/servant_leadership-practicing-spears.pdf

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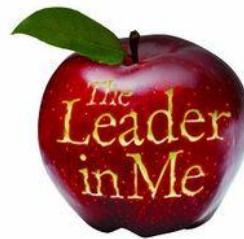


TIME FOR QUESTIONS





QUOTES FOR YOUR SERVANT LEADERSHIP JOURNEY



"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."

- Maya Angelou

www.servantleadershipnow.org



#ServantLeaders

In "DIVERSITY there is BEAUTY and there is STRENGTH." - Maya Angelou

You can choose courage or you can choose comfort but you cannot choose both.

The greatest gift you ever give is your honest self.

There is no passion to be found playing small. In settling for a life that is less than the one you are capable of living.

I'd rather have a company bound by LOVE than a company bound by fear.

All my life I have wanted to lead people to a place of space. To a gratitude space. I want us all to FULFILL OUR GREAT POTENTIAL. To find our calling, and summon the courage to live it.

EVERY伟岸的ACCOMPLISHMENT, BIG OR LITTLE, HAS ITS STAGES OF CRAWLING AND TRIPPING: A BEGINNING, A STRUGGLE AND A VICTORY.

IF YOU CAN'T FLY THEN RUN. IF YOU CAN'T RUN THEN WALK. IF YOU CAN'T WALK THEN CRAWL. BUT NO MATTER WHAT YOU DO... KEEP MOVING FORWARD.

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*THANK YOU FOR
ATTENDING!*



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