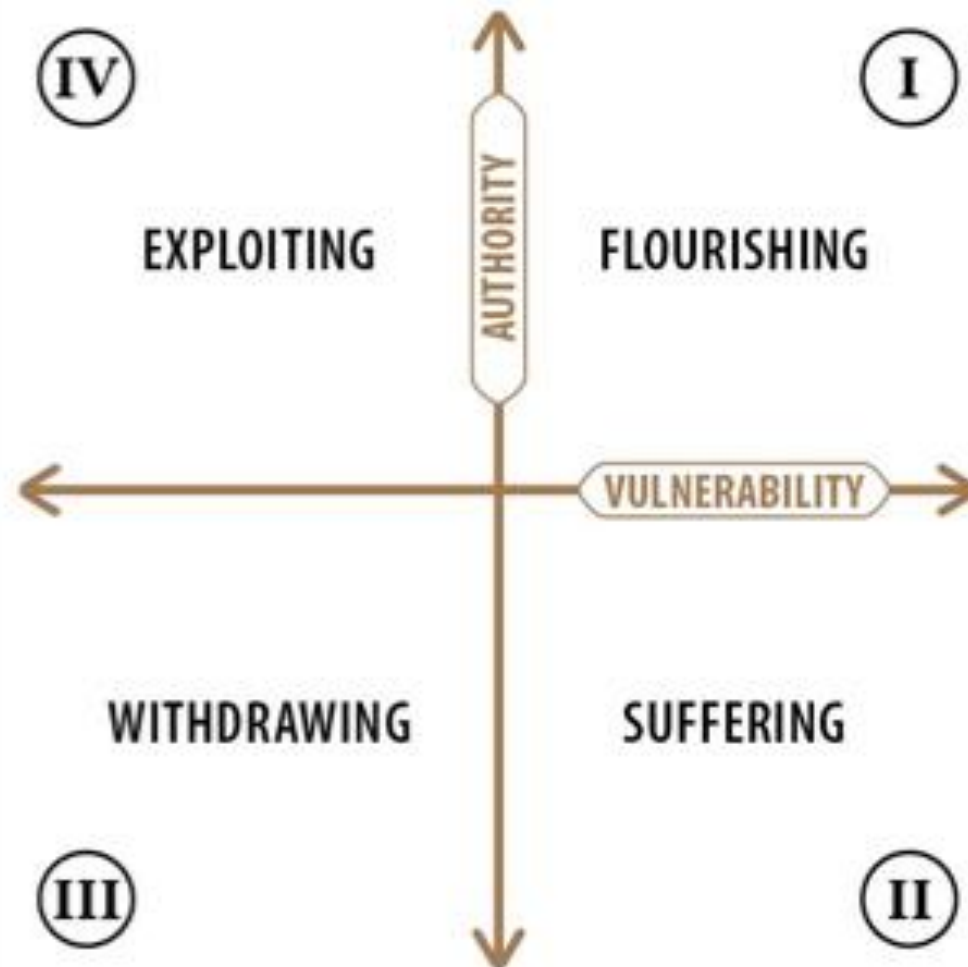



Creating a Servant Leadership Culture





What is Servant Leadership and why does it matter?





The Challenge of Creating A Servant Leadership Culture



Creating Culture



“Culture eats strategy for breakfast.”

- Peter Drucker

The question is...

How do you create, nurture, and protect the kind of culture you desire?

...by recruiting, assessing & developing
enough of and the ***right kind*** of leaders for the future.



Why Does Servant Leadership Matter?



The Servant as Leader

Robert Greenleaf's 1970 Essay "The Servant as Leader" identified 12 characteristics:

Nurturing Healthy & Trusting Relationships

Listening

Empathy

Building Community

Nurturing the Spirit

Healing

Leading Innovative Change & Excellence in Execution

Awareness

Foresight


Conceptualization

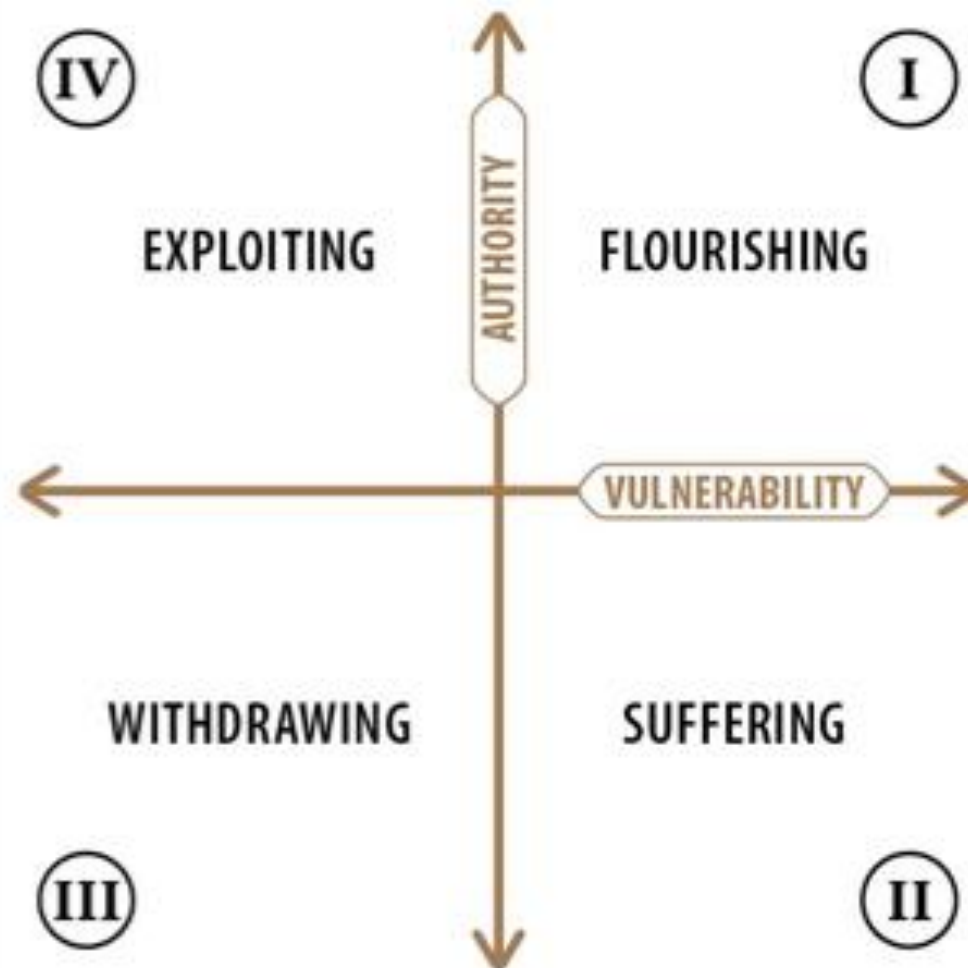
Persuasion

Calling

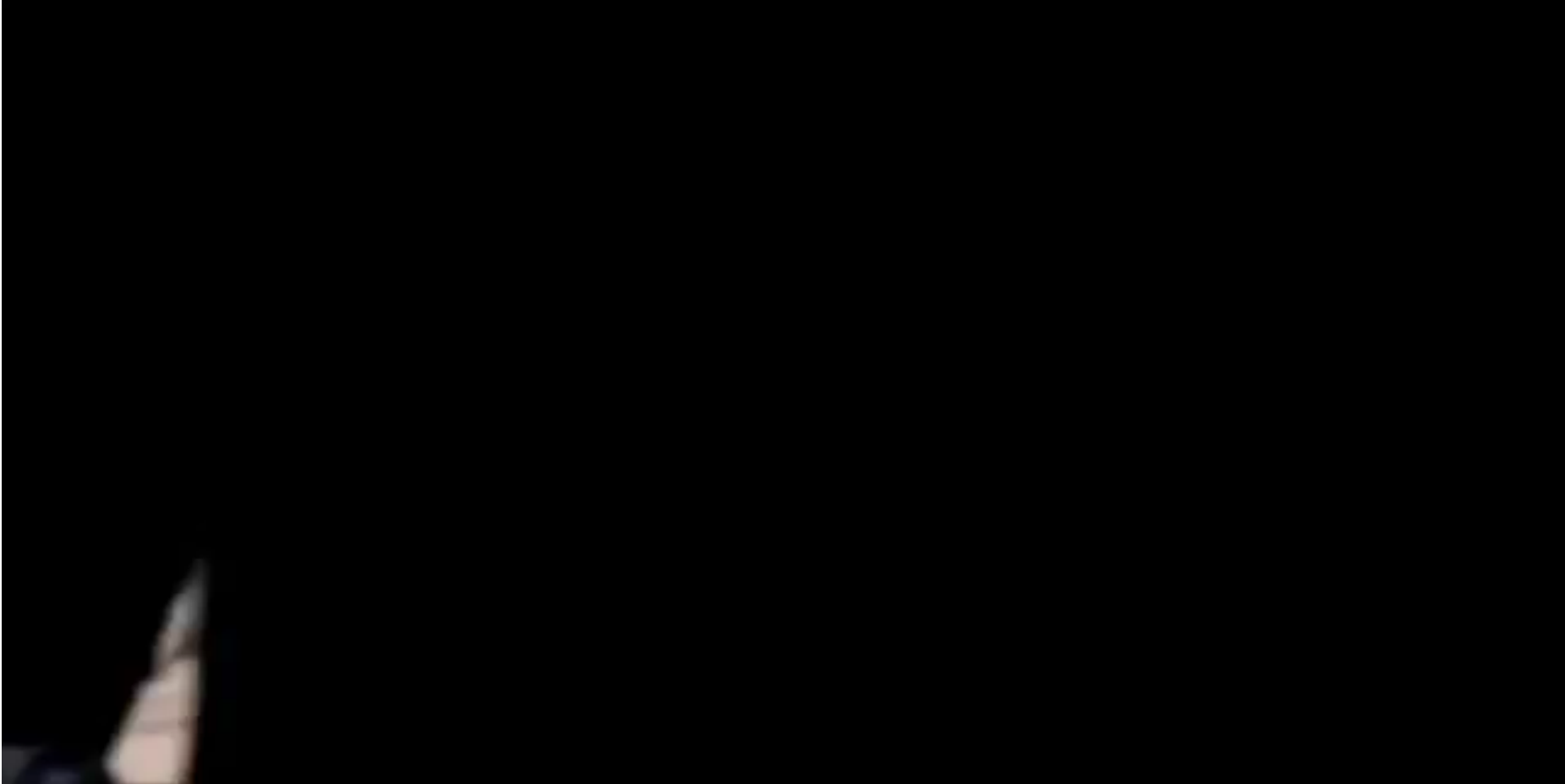
Stewardship

...and Committing to the Growth of People!

- 
- Which ones are you most comfortable with?
 - Which ones are the most challenging for you?




- It all sounds nice, but does it work?



Examples

- Build a Team
- Build a Bridge
- Build a Culture





“The first task of a leader is to define reality. The last is to say, ‘Thank you.’ In between the leader becomes a servant and a debtor.”

Max DePree *Leadership is an Art*

How Do Leaders Get Better?

- “If you want to grow the organization, grow the leader.” John Maxwell
- What if we could replay “The Game” with Thought-Partners?

SGR Cohorts for Managers

- Cohort for Managers-- SGR in Collaboration with CCCMA and ACCA
- Quarterly Half-Day Meetings for Managers and Assistant Managers
- Engaging Discussions on Topics chosen by the Cohort
- Quarterly Meetings led by Darin Atteberry

Why Cohorts?

1. Encouraging One Another
2. Learning from One Another
3. Staying Focused
4. Seeking continuous improvement personally and operationally.
5. Remember that it is not just about now...it is not just about me...and it never is.

Partnering with Local
Governments to Recruit,
Assess and Develop
Innovative, Collaborative,
Authentic Leaders



