The background of the slide is a photograph of a group of people silhouetted against a sunset sky. The people are standing on a dark, rocky cliff edge. Some are holding cameras, one is using a tripod, and another is holding a flag. The sky is a mix of orange, yellow, and blue, with the sun low on the horizon. The ocean is visible on the left side of the cliff.

SERVANT LEADERSHIP

TERRY WEST

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QUALITIES OF A LEADER?

generous
exploitive manipulating unequal
power handsome contempt deceitful
disrespectful knowledge resilience encouraging
assertive wealth command arrogant
controlling flexibility integrity humility
tall empathy stewardship
charismatic authority domineering
condescending strength proud
forceful giver
mindful

²⁵ Jesus called them together and said,

“You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them.

²⁶ Not so with you. Instead, whoever wants to become great among you must be your servant,

²⁷ and whoever wants to be first must be your slave--

²⁸ just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.”

God holds anointed Leaders accountable to a higher standard

Luke 12:48, James 3:1, Eph 4:1

Are YOU a Servant Leader?

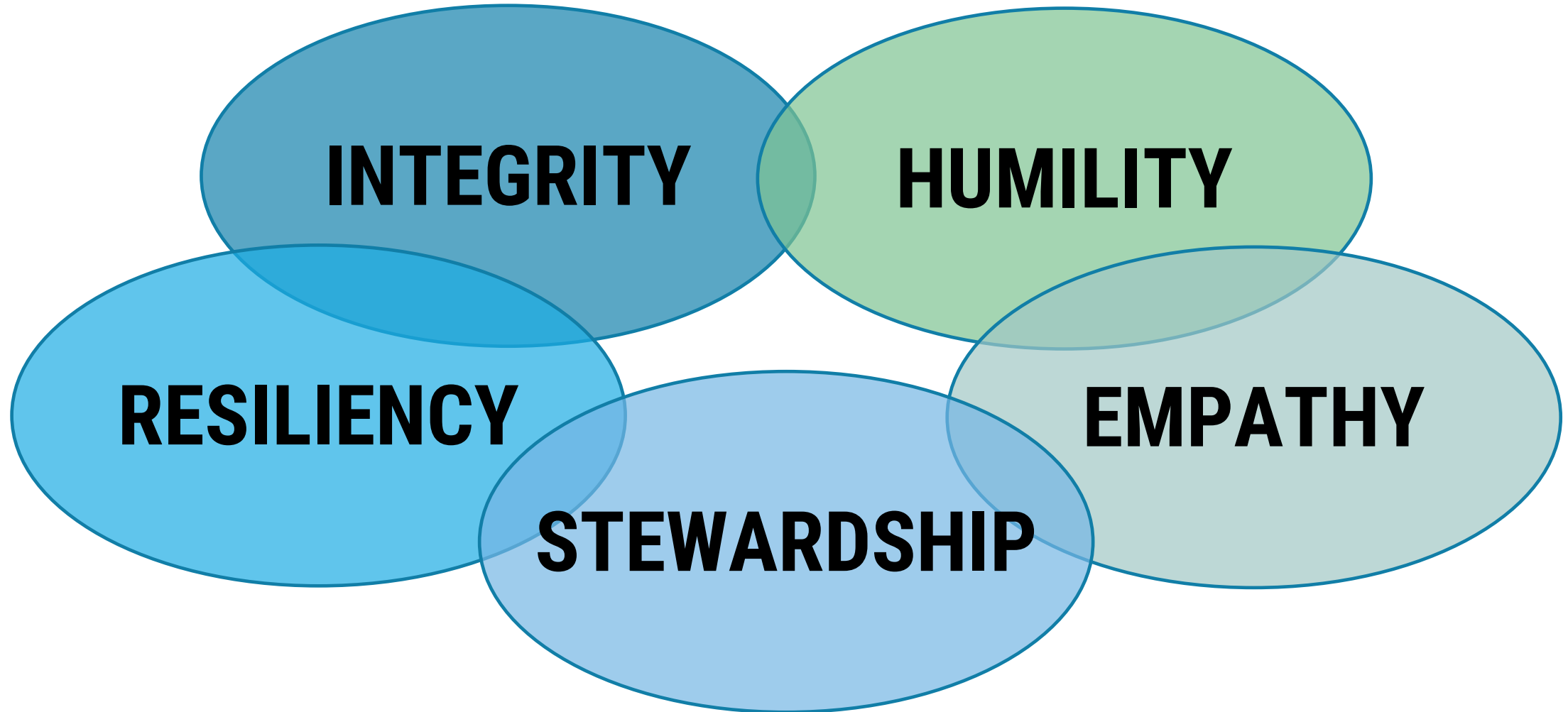
TRADITIONAL LEADERSHIP

- Leaders accomplish
- Teams serve the leader
- Formal authority
- Leader's Goals first

SERVANT LEADERSHIP

- Teams accomplish
- Leaders serve teams
- Earned authority
- God's goals first

CORE QUALITIES OF A SERVANT LEADER



INTEGRITY

HUMILITY

RESILIENCY

EMPATHY

STEWARDSHIP

Proverbs 11:3 (NIV)

The integrity of the upright guides them,
but the unfaithful are destroyed by their duplicity.

Proverbs 12:22 (NIV)

Lying lips are detestable to the LORD,
but those who deal faithfully are His delight.

Proverbs 21:3 (ESV)

To do righteousness and justice
is more acceptable to the LORD than sacrifice.

Romans 16:18 (NLT)

Such people are not serving Christ our Lord; they are serving their own personal interests. By smooth talk and glowing words they deceive innocent people.

Question: What causes us
NOT to have integrity?

- When ***achieving our goal*** is more important than ***how we achieve it***
- When we are afraid
- When we refuse to admit we fail

INTEGRITY

THE CHOICE BETWEEN
WHAT'S RIGHT AND
WHAT'S CONVENIENT

-- Tony Dungy

- Do not lie, manipulate, exploit, deceive, steal, have ulterior motives, gossip, slander, break confidences
- Be accountable to yourself, and hold others accountable
 - Foster a culture of accountability (Prov 27:17 As iron sharpens iron...)
 - Encourage – and listen to – constructive criticism
 - Apologize and be transparent if you make mistakes

Leadership Fruits of Integrity

Trust, Deep Relationships, Holiness, Peace, Reliability

Colossians 3:12 (NIV)

Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience.

2 Cor. 3:5 (NIV)

Not that we are competent in ourselves to claim anything for ourselves, but our competence comes from God.

Phil 2:5-8a (NIV)

⁵In your relationships with one another, have the same mindset as Christ Jesus:
⁶Who, being in very nature God, did not consider equality with God something to be used to his own advantage; ⁷rather, he made himself nothing by taking the very nature of a servant, being made in human likeness. ⁸And being found in appearance as a man, he humbled himself...

Leading *with humility* earns greater authority than leading *by authority*

- Love your people as Jesus loves you: respect and value them
- Seek people more talented than you for your team
- Give credit where credit is due
- Foster accountability and eliminate defensiveness

Leadership Fruits of Humility

Trust, Relationships, Holiness, Authority, Higher Team Performance

Phil 4:12b-13 (NIV)

...I have learned the secret of being content in any and every situation, whether well fed or hungry, whether living in plenty or in want. ¹³I can do all this through him who gives me strength.

Hebrews 12:1-2a (NIV)

Therefore, since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles. And let us run with perseverance the race marked out for us, ²fixing our eyes on Jesus...

Deut 31:6a, 8a (NIV)

Be strong and courageous.... ⁸The LORD himself goes before you and will be with you; he will never leave you nor forsake you. Do not be afraid; do not be discouraged.

Resiliency is *faith, flexibility, stamina*

FAITH

- God is in control, even in the unexpected & failures (Phil 4:6)
- People are relying on you – who are you relying on?

FLEXIBILITY

- We are all fallible – role model grace
- Be willing to change as God teaches you (James 2:2-3)

STAMINA

- Leading is a marathon – where does your help come from? (Psalm 121)
- Continually train & learn (James 2:2-3, 1 Peter 1:15)

Leadership Fruits of Resiliency
Energy, Peace, Authority, Trust, Holiness

Romans 12:15 (ESV)

Rejoice with those who rejoice, weep with those who weep.

John 11:35 (NIV)

Jesus wept.

Hebrews 4:15 (NLT)

This High Priest of ours understands our weaknesses, for he faced all of the same testings we do, yet he did not sin.

Empathy is genuinely *caring and being merciful*

- Love your people as Jesus loves you: caring, merciful, kind, mindful
- Be *present* with people as Jesus is *with us* (Matt 1:23, Immanuel God with us)
- Jesus prioritized people's needs (Matt 19:13-15, "Let the children come to me")

Leadership Fruits of Empathy

Trust, Holiness, Deep Relationships, Authority

Romans 14:12 (NIV)

So then, each of us will give an account of ourselves to God.

Colossians 3:23-24

Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, ²⁴since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving.

1 Peter 4:10 (NIV)

Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms.

Stewardship demands you seek excellence with *integrity, humility, resiliency & empathy*

- God *loans* you everything to maximize on His behalf (Matt 25:14-30, Parable of the Talents)
 - Money, time, resources, people, relationships,
- Working hard is not enough: train & strive for excellence (1 Cor 9:24-25, Run the Race)
- Leave a legacy of longevity through growing people, not wealth and things
- Focus on a holy ambition to Godly goals

Leadership Fruits of Stewardship

Better Results, Authority, Heavenly Rewards, Legacy

Servant Leadership: *Yes or No?*

**“BE A LION
NOT A SHEEP,**

**A VICTOR
NOT A VICTIM**

**AND A LEADER
VERSUS A
FOLLOWER.”**

ROBIN SHARMA

YES

- Servant Leadership is a call to lead like Jesus the Lion (stewardship)
- Leaders are shepherds, not sheep (stewardship)
- God is in control, we are not victims (resiliency)
- “...and the first shall be last...” is not about following (humility, stewardship)

INTEGRITY

HUMILITY

RESILIENCY

EMPATHY

STEWARDSHIP

Servant Leadership: *Yes or No?*

**I AM A LEADER
NOT A FOLLOWER.**

*Unless it's scary,
then you're going first!*

NO

- Never ask someone to do something **you** are not willing to do (humility, empathy, stewardship, integrity)
- Servant Leaders have faith that conquers fear (resiliency)

Servant Leadership: *Yes or No?*

Great leaders love to see people grow.
The day you are afraid of them being better than you is the day you fail as a leader.

Jack Welch
CEO GE



YES

- Servant Leaders grow teams of people better than they are (humility, stewardship)
- Leaders grow leaders, not things (stewardship)
- God is in control, we are not victims (resiliency)
- “...and the first shall be last...” is not about following (humility, stewardship)

INTEGRITY

HUMILITY

RESILIENCY

EMPATHY

STEWARDSHIP

Servant Leadership: *Yes or No?*

Make the lie big,
make it simple,
keep saying it,
and eventually,
they'll believe.



NO

- Your goals never justify lying, manipulation, and deceit (integrity)
- Servant Leaders focus on truth and holy ambition (integrity, stewardship)

SERVANT LEADERSHIP

What now?

- Pursue holiness... be like Jesus, a Servant Leader
- Pray for and role model the qualities of Servant Leaders
- Leaders are always improving: pray, study, learn, and practice leadership skills
- Leaders build people: focus on growing people and future servant leaders
- Leaders are bold, courageous victors: our God is in control and He has called us
- Leaders are not followers: we are called to be outstanding shepherds, not sheep

And may the power of the Holy Spirit be with you!