PWOC LDP
Leadership Development Program

TOPIC: SERVANT LEADERSHIP

The Bottom-Line Up Front:

- *Servant leadership* is a term used in the business world, coined by Robert Greenleaf. It is characterized by the growth and well-being of individuals and communities.
- In PWOC, it is easier than we think to be a "leader-first leader" which is the opposite of a "servant-first leader."
- Servant leadership is a biblical concept. Our greatest example is Jesus Christ, who was/is fully God—yet he was willing to wash his disciples' feet, and willing to give his life for us on the Cross.

1. Servant Leadership According to Greenleaf (8 minutes):

- The term "servant leadership" in the business world was coined by Robert Greenleaf, who worked at the highest levels of management for AT&T, and who later founded the Greenleaf Center for Servant Leadership.

- Greenleaf draws a sharp contrast between two extreme types of leaders—one who is *servant first* and one who is *leader first.* According to Greenleaf, the best test of servant leadership is this: *Do those served grow as persons? Do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?*

    - For a ***servant-first leader***, the focus is on the growth and well-being of people and communities. It is bottom-up leadership that empowers everyone.

    - For a ***leader-first leader***, the focus is on the exercise of power and control. It is a top-down leadership style which only empowers those in authority.

    https://www.greenleaf.org/what-is-servant-leadership/

- In reading the definitions of a *servant-first leader* and a *leader-first leader*, we quickly recognize the benefit of the servant-first style, but it is easier than we want to admit to slip into the leader-first style. Consider these common motivations:

    - *The leader's need to be right, perfect, needed, or in control.*
    - *The leader's need to feel important.*
    - *The leader's need for accolades or affirmation.*
    - *The leader's fear of being outdone or "looking bad."*
    - *The leader's personal insecurity or mistrust of others.*

- **What might a leader-first style look like in PWOC?** *Imagine you are a newcomer walking into PWOC and moving through a typical PWOC morning. What is your experience? What do you see in the lobby, whole-group time, or classrooms? What do you see on social media and other communication from PWOC? Brainstorm as a Board. Write your answers on the left side of the T-chart.*

Leader-first	Servant-first

2. Servant Leadership in the Bible (7 minutes): *Work in groups of 2-4. Read the Scripture passage assigned to your group. Use the right side of the T-chart to list the "servant-first" characteristics you observe in your passage. You will have the chance to share your observations with the whole group.*

- **Mark 9:33-37** (NIV) *They came to Capernaum. When he was in the house, he asked them, 'What were you arguing about on the road?' But they kept quiet because on the way they had argued about who was the greatest. Sitting down, Jesus called the Twelve and said, 'Anyone who wants to be first must be the very last, and the servant of all.' He took a little child whom he placed among them. Taking the child into his arms, he said to them. 'Whoever welcomes one of these little children in my name welcomes me; and whoever welcomes me does not welcome me but the one who sent me.'*

- **Luke 22:24-27** *A dispute also arose among them as to which of them was considered to be greatest. Jesus said to them, 'The kings of the Gentiles lord it over them; and those who exercise authority over them call themselves Benefactors. But you are not to be like that. Instead, the greatest among you should be like the youngest, and the one who rules like the one who serves. For who is greater, the one who is at the table or the one who serves? Is it not the one who is at the table? But I am among you as one who serves.*

- **John 13:3-7, 12-17** *Jesus knew that the Father had put all things under his power, and that he had come from God and was returning to God; so he got up from the meal, took off his outer clothing, and wrapped a towel around his waist. After that, he poured water into a basin and began to wash his disciples' feet, drying them with the towel that was wrapped around him…When he had finished washing their feet, he put on his clothes and returned to his place. 'Do you understand what I have done for you?' he asked them. 'You call me Teacher and Lord, and rightly so, for that is what I am. Now that I, your Lord and Teacher, have washed your feet, you also should wash one another's feet. I have set you an example that you should do as I have done for you. Very truly I tell you, no servant is greater than his master, nor is a messenger greater than the one who sent him. Now that you know these things, you will be blessed if you do them.*

- **Philippians 2:3-8** *Do nothing out of selfish ambition or vain conceit. Rather, in humility, value others above yourselves, not looking to your own interests but each of you to the interests of the others. In your relationships with one another, have the same mindset as Christ Jesus: Who being in very nature God, did not consider equality with God something to be used to his own advantage; rather he made himself nothing by taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, he humbled himself by becoming obedient to death—even death on a cross!*

- **1 Peter 5:1-4** *To the elders among you, I appeal as a fellow elder and a witness of Christ's sufferings who also will share in the glory to be revealed. Be shepherds of God's flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; not lording it over those entrusted to you, but being examples to the flock. And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.*

3. Small Groups Share Out (5 minutes): *Small groups share their observations with the large group.*