

2.1 Leadership

Principles of Leadership

TEACHING BASICS

Relation Between Leadership and Service

Being granted the privilege and responsibility to serve, we, servants, are being called to leadership. It is a profound calling that demands not only stewardship but also the ability to guide and inspire others. In the corporate world, the primary responsibility of a leader is often perceived as the need to increase organizational wealth and enhance its reputation. These objectives, while significant, represent a limited understanding of leadership's true purpose.

To grasp the essence of leadership, let us turn to God's first dealings with man. In the words of Genesis 1:26, "Let us make man in our image, according to our likeness; let them have dominion." This encapsulates the fundamental principle of leadership: to create, to nurture, and to empower others to reach their full potential. Leadership influences others. Leadership is not self-seeking but rather seeking to bring the best out of those around them. Thus, great service almost always requires great leadership.

Leadership vs Management

In the realm of leadership and management, John C. Maxwell offers a profound insight when he states, "A leader is one who knows the way, goes the way, and shows the way." This statement encapsulates the essence of effective leadership and distinguishes it from management. Leadership is not merely about having a vision or understanding the path; it involves actively embarking on the journey, setting an example, and guiding others along the way.

At its core, leadership is a skill of influence, one that harnesses the potential and enthusiasm of individuals to work towards common objectives. A true leader possesses the ability to inspire, motivate, and empower others, enabling them to reach their full potential and contribute to the greater good. By fostering a sense of purpose and belonging, leaders can create a team of highly engaged and dedicated individuals who are willing to go above and beyond to achieve their goals.

In contrast, management focuses on the practical aspects of getting things done. It involves planning, controlling, delegating tasks, developing strategies, and organizing resources efficiently. While management is essential for the smooth operation of any organization, it is distinct from leadership. Managers are primarily concerned with the execution of tasks and the achievement of specific objectives. They ensure that resources are allocated effectively, processes are followed, and deadlines are met.

While leadership and management are often intertwined, they represent distinct roles and skill sets. Leaders are visionaries who set the direction and inspire others, while managers are responsible for implementing those visions and ensuring operational efficiency. Leaders provide the vision, purpose,

and motivation that drive an organization forward, while managers ensure that the necessary structures, systems, and processes are in place to turn that vision into reality. Typically, great leadership translates into great service.

Five Levels of Leadership

There are five levels of leadership that will be discussed, inspired by John Maxwell's book '5 Levels of Leadership': pinnacle/top-down, people development, production, permission, and position. Below shows the hierarchy of the levels as well as a brief description on what they entail when it comes to a leader. These elements will apply to both the servant and real world scenarios of leadership opportunities. What kind of leader are *you* aiming to be?

Positional Leader - Follow Because They Have To

In this case, influence is provided solely due to the title. Following a positional leader produces the least output, because followers tend to be: clock watchers, mentally absent, or minimalists. Noticing that if you interact with those types of people regularly, it may be an indication of you potentially being a positional leader. These elements will apply to both the servant and real world scenarios of leadership opportunities.

Based on the interactions, you can see whether a person may be viewing your leadership as positional. For example, clock watchers. At times, while teaching, you may stop and see if anyone has questions. A child will raise his hands and ask you a question. A question, you had not seen coming, especially if it was his first time. "Sir, how much time is left?" Know that in that scenario, it is likely there is no connection and no relationship. It is a positional interaction, with little to no influence. The child is not paying attention, and is only there by force, as in because it is mandatory.

Others may be mentally absent, characterized by a physical presence but a lack of engagement: 'there but not there.' Typically they are daydreaming or thinking of something else even when they are with others. They are similar to clock watchers, words go in one way and out the other. There is no interest shown. They display a noticeable absence of curiosity and interest.

At the other end of the spectrum, one may encounter the minimalistic type. This group is characterized by a lack of a core relationship with the learning process. Their primary concern is achieving success, which they define as fulfilling the bare minimum requirements. They show no inclination to explore beyond the minimum necessary, lacking the drive and motivation to challenge themselves or expand



their knowledge. For them, education becomes a mere exercise in checking off boxes rather than an opportunity for personal growth and discovery.

The positional leader portrays authority, however, they are fixated on self-image. They strive to project an illusion of perfection, seeking validation and admiration. This preoccupation with strength masks their inner vulnerabilities. These leaders tend to be self-centered, viewing the world through the lens of their own needs and desires. Every decision and interaction revolves around them, as they demand unwavering attention and obedience.

In order to maintain control, positional leaders often resort to intimidation tactics. They subtly or overtly threaten to use their authority to punish or marginalize those who challenge them. This creates a climate of fear and uncertainty, making it difficult for others to express dissenting opinions or offer alternative perspectives.

The positional leader's obsession with image and strength often comes at the expense of genuine connection and empathy. They may struggle to understand the needs and concerns of their followers, as they are primarily focused on maintaining their position and projecting an image of dominance. This lack of emotional intelligence can lead to strained relationships, low morale, and a lack of trust within the team.

While positional leaders may achieve short-term success through intimidation and self-promotion, their leadership style is ultimately unsustainable. True leadership requires more than just authority and strength; it demands humility, empathy, and the ability to inspire and motivate others. Without these qualities, positional leaders may find themselves isolated and ineffective, unable to build a truly successful and cohesive team.

If we aspire to embody the leadership exemplified by Jesus Christ, characterized by the intentional development of disciples, we must cultivate a unique quality of leadership. This necessitates a shift from a predominant focus on task-oriented outcomes to a people-oriented approach. While tasks and goals are undeniably important, a Jesus kind of leader recognizes that true impact and lasting change are achieved through investing in the lives of others. This means prioritizing the development of relationships, understanding and empathizing with the needs of those served, and creating an environment that fosters growth and empowerment. It requires the ability to listen actively, provide guidance and support, and celebrate the successes of others. By embracing a people-oriented approach, leaders can inspire and equip those served/serving to become leaders themselves, creating a ripple effect of positive influence and transformation within their churches and communities. Ultimately, this shift in leadership mindset aligns with the teachings and example of Jesus, who invested in a few individuals who went on to change the world.

Permission - Follow Because They Want To

The willingness of the follower is achieved through the relationship with their leader. However, this willingness does not guarantee immediate results. Instead, it serves as a solid foundation upon which progress can be built. When King Rehoboam exercised purely authoritative leadership toward Jeroboam, he failed to establish permission, resulting in the division of the kingdoms. The key takeaway is that once a meaningful relationship is forged, a willingness to listen and follow naturally follows.

Leaders who adopt this style prioritize the individual growth of their followers, offering tailored guidance and attention to each one. As the leader, it's essential to maintain an encouraging attitude, even in the face of setbacks. A significant aspect of this approach is standing shoulder-to-shoulder with followers as they navigate challenges.

Initiation plays a vital role in this leadership style. Leaders may need to take the first steps for or with their followers, but it should never be viewed as a competition. The ultimate goal is to collaborate and cooperate toward a shared objective. Recognizing and embracing the uniqueness of each individual is crucial for the well-being of the collective. Therefore, followers should be actively involved in decision-making processes.

While this leadership style has its merits, it's important to acknowledge its potential drawbacks as well. Permission leaders can be susceptible to being taken advantage of due to their kind and understanding nature. Additionally, this approach may appear to yield slower results compared to other leadership styles, although it often involves less risk. Finally, in certain situations, these leaders might be perceived as overly lenient or soft.

Production - Follow Because of What You Have Done

In organizations where leaders effectively articulate their vision and objectives, a profound sense of purpose and direction permeates every level of the hierarchy, creating a unifying spirit that moves towards a shared goal. When servants have a clear understanding of what is expected of them and how their individual contributions align with the broader goals of the church, they experience heightened levels of engagement and motivation. This clarity fosters a sense of ownership and responsibility, as servants recognize the direct impact of their actions on the collective success of the team.

Trust and credibility are indispensable components of successful leadership. When individuals perceive their leaders as honest, competent, and genuinely invested in their well-being, they are more likely to exhibit unwavering loyalty and dedication. Additionally, when the servants see their leaders directly bring production towards their organization, this trust increases. This trust-based foundation facilitates open communication, candid feedback, and a shared commitment to achieving common objectives. Leaders who consistently demonstrate integrity, transparency, and a willingness to listen to their team members' concerns foster an environment where this trust can flourish.

However, no single leader can accomplish extraordinary feats in isolation. Effective leadership encompasses the cultivation of a collaborative environment where every team member feels valued, respected, and empowered to contribute their unique ideas and expertise. When individuals work cohesively toward a shared purpose, leveraging their collective strengths and perspectives, the likelihood of achieving remarkable outcomes is significantly enhanced. Leaders who actively encourage collaboration, break down silos, and create opportunities for cross-functional teamwork foster an environment where innovation thrives.

To establish a thriving team, leaders must create a conducive environment that fosters love, encouraging team members to voice their opinions and share innovative ideas without fear of judgment or retribution. This requires leaders to model vulnerability, admit their own mistakes, and create a culture where it is acceptable to take risks and learn from failures. Additionally, effective

leaders possess the ability to actively listen to feedback, demonstrate humility, and adapt their plans in response to changing circumstances. Through collaboration and open communication, leaders and their teams can unlock their full potential, harnessing their collective wisdom to overcome challenges, seize opportunities, and accomplish extraordinary feats.

This effective leadership involves effectively communicating a compelling vision, fostering a climate of trust and credibility, promoting collaboration, and establishing an environment where unity and harmony is valued. By doing so, leaders can create a thriving team that is motivated, engaged, and capable of achieving remarkable outcomes.

People Development - Follow Because of What You Have Done for Them

People development leadership is a leadership style that focuses on empowering followers and helping them reach their full potential. This type of leader believes that the best way to lead is to bring out the best in others. They do this by providing opportunities for growth and development, creating a supportive environment, and recognizing and rewarding achievements. People development leadership is the goal of church services. It aligns with the Christian principle of love and service. When leaders empower their followers, they are not only helping them grow as individuals but also creating a stronger and more effective church community.

However, people development leadership is not without its risks. One potential risk is that it can lead to increased self-centeredness among followers. This can happen when followers become too focused on their own development and lose sight of the needs of the church as a whole. Another risk is that leaders may become insecure as their followers grow and develop. This can happen when leaders feel threatened by the potential for their followers to surpass them in knowledge or ability.

Despite these risks, people development leadership can be a highly effective form of leadership when done well. The key is for leaders to strike a balance between empowering their followers and maintaining a healthy sense of humility and self-awareness.

Another important aspect of people development leadership is the need for commitment. When a leader is committed to developing their followers, they are willing to invest the time and energy necessary to help them grow. This includes providing opportunities for training and development, offering feedback and coaching, and creating a supportive environment. In addition to commitment, leaders also need to be disciplined in their approach to people development. This means that they need to be consistent in their efforts and not give up when things get tough. It takes time and effort to develop people, and leaders need to be patient and persistent.

When leaders are committed and disciplined, they can help their followers reach their full potential and create a thriving church community.

Personhood

Under this aspect of leadership, people follow because of who you are as well as what you represent to them. This level of leadership is reserved for those who have dedicated years to noble causes,

fostering the development and growth of individuals and organizations. The leader's teachings transcend their own being, becoming a reference point, a guiding philosophy that shapes the thoughts and actions of others. As a person, the teachings become a reference – a school of thought and being.

One great example is His Holiness Pope Shenouda the third. Over 40 years of service, weekly sermons, hundreds of books written, the impact Pope Shenouda left cannot be underestimated. To the point where his sayings are recited by many individuals today. Arguments are held and individuals at times will be asked, 'why do you do such and such this way?' The response would be, 'because Pope Sheouda taught us this'. He became a reference. His integrity, his zeal, his love for God were never put in question. His leadership to the coptic church helped it grow throughout all the lands of immigration, his constant defense against heresies, his persistence on righteous living, all became an inspiration to millions. This is the epitome of personhood leadership. People follow because of what the leader now represents. He has gained followers permission, he has great vision, he has developed people around him and helped develop all of us.

Good Connection

In summary, there are certain guidelines for good connections with people as a leader and speaker. The stronger the connection between a leader and a follower, the more help the follower will offer to the leader. Below is an outline of what different elements may help flourish a connection:

1. Be Confident in Yourself:

- Have a strong belief in your abilities and capabilities.
- Project self-assurance and conviction.
- Confidence inspires trust and credibility in your followers.
- Embrace your imperfections and learn from your mistakes.

2. Know Your Audience:

- Gather as much information as possible about your audience.
- Understand their needs, aspirations, and concerns.
- Tailor your message and delivery to resonate with their specific interests.
- Establish a genuine connection by showing empathy and understanding.

3. Be Authentic:

- Live your message and practice what you preach.
- Lead by example and demonstrate your commitment to your values.
- Authenticity builds trust and fosters respect.
- Be transparent and honest with your followers, even when it's difficult.

4. Focus on Your Followers and Goals:

- Keep the well-being and success of your followers at the forefront of your mind.
- Set clear and achievable goals that align with the interests of your team.

- Empower and involve your followers in decision-making processes.
- Celebrate their achievements and recognize their contributions.

5. Give Hope and Build Futures:

- Inspire your followers by offering a vision of a brighter future.
- Motivate them to believe in their potential and strive for greatness.
- Help them develop the skills and knowledge they need to succeed.
- Foster a sense of optimism and possibility.

6. Personal Qualities and Symbolic Representation:

- Cultivate personal qualities such as integrity, humility, and compassion.
- Embody the values and ideals that you want your followers to emulate.
- Use symbols and imagery to communicate your message and reinforce your identity as a leader.
- Create a compelling narrative that resonates with your followers and inspires them to action.

Leaders must acknowledge that sacrifice is an intrinsic aspect of their position. Their role often requires them to make personal sacrifices in order to safeguard the well-being and success of their team. This selfless commitment is what truly distinguishes genuine leaders from others. True leaders prioritize the interests of their followers above their own, demonstrating a willingness to make personal sacrifices for the greater good. While sacrifice may come with its own challenges, it is essential for leaders to find fulfillment in knowing that their sacrifices contribute to a positive impact on those they serve. Leaders who recognize that sacrifice is a necessary component of their role will be more prepared to make difficult decisions and navigate the challenges that come with leadership. By embracing this reality, they can cultivate a team culture that values dedication and collaboration, setting the stage for long-term success.

Remember, leadership is not about personal glory but about serving others and making a positive difference in the world. By embracing these guidelines and understanding the importance of sacrifice, you can foster meaningful connections with your followers and lead them towards a brighter future.

Jesus' Leadership Style

Jesus turned leadership upside down. He taught the disciples that in the Kingdom they were not to lead people as those in the world did; they were to be radically different. The leadership style that Jesus taught and modeled was neither about command and control, nor status and power. He did not teach techniques but grew character — a character centered on a Christ-like servant heart. He modeled servanthood and challenged his disciples to follow that example — to be like Him. From the Kingdom perspective, this makes leadership modeled on Jesus and centered on his indwelling character superior to all secular leadership styles. This style will be further discussed in the 'Servant Leadership' section.



Review Questions

1. What are the five types of leadership? (A: They are pinnacle/ top-down, people development, production, permission, and position leadership.)
2. What style of leadership do we aim for as church servants? (A: People development leadership.)
3. What are some weaknesses or obstacles of the leadership style we are aiming for? (A: They can be seen as soft, and can also be taken advantage of.)
4. What is the difference between leadership and management? (A: Leadership maximizes the efforts and empowerment of others, towards the achievement of goals, while management dictates plans, control, delegates, development, and organization of a group.)
5. True or false? Leaders do not make many sacrifices. (A: False)



Books & References

1. [The 5 Levels of Leadership: Proven Steps to Maximize Your Potential: Maxwell, John C.: 9781599953632: Amazon.com: Books](https://www.amazon.com/Books/dp/9781599953632)



2.1 Leadership

Servant Leadership

TEACHING BASICS

What is Leadership?

Leadership has gathered several meanings to different individuals. Many successful leaders have evoked their understanding of good leadership. Peter Drucker, a management consultant whose writings shaped modern business corporations, stated that, “The only definition of a leader is someone who has followers.” Yet, limiting the definition to being relative to followers seems incomplete. When a new army captain is put in the command of 200 soldiers, he never leaves his room, or utters a word to the men and women in his unit. Perhaps routine orders are given through a subordinate. By default his troops have to “follow” orders. Is the Captain really a leader? Commander yes, leader no.

Similarly, Warren Bennis, a scholar, author and consultant in organizational structures believes that “Leadership is the capacity to translate vision into reality.” Yet, if every spring you have a vision for a garden, and with lots of work carrots and tomatoes that becomes a reality. Are you a leader? No, you’re a gardener. Another leader, Bill Gates, Microsoft innovator, defines leadership saying, “As we look ahead into the next century, leaders will be those who empower others.” This definition includes “others” and empowerment is a good thing. But to what end? We can see many empower “others” in life, from rioting hooligans to Google workers who were so misaligned with the rest of the company finding themselves unemployed. Gates’ definition lacks the parts about goal or vision.

John Maxwell, an American pastor & author primarily focusing on leadership, states that “Leadership is influence - nothing more, nothing less.” However, restricting leadership to only influence lacks context. A robber with a gun has “influence” over his victim. A manager has the power to fire team members which provides a lot of influence. But does this influence make a robber or a manager a leader? Maxwell’s definition omits the source of influence.

Defining Leadership

Each of the previous innovators and leaders bring about very valid points about leadership. Yet, each one seems incomplete. Nevertheless, if one were to attempt to consolidate each interpretation, a full definition can be formed. Ducker speaks about followers, Bennis focuses on vision, Gates emphasizes empowerment and Maxwell, influence. What is leadership all about then? Leadership is composed of vision, influence, empowerment and followers. Leadership can then be defined as a process of social influence (influence), which maximizes (empowerment) the efforts of others (followers), towards the achievement of a goal (vision). Again, leadership can then be defined as a process of social influence, which maximizes the efforts of others, towards the achievement of a goal.

Who Are Leaders?

Think of someone who you would consider a great leader. What makes him a leader in your eyes? Is it his position? His hierarchical responsibility? His personal achievements? When looking at the definition constructed, none of it involves hierarchy or traditional pyramid structure hierarchy. In fact, more often than not, the leaders that solely rely on their positions are rarely considered as a personally influential leader. Rather, it is rooted in the relationship between two individuals.

In today's interconnected world, where our actions and words can have far-reaching consequences, it is essential to recognize that everyone possesses the potential to influence others. This influence may not always be overt or intentional, but it is nonetheless present. Whether we realize it or not, we are all leaders of some sort, guiding and inspiring those around us.

However, leadership is not limited to positions of authority or formal titles. It is also embodied in the countless servants who take on responsibilities and are held in high esteem. These servants may be teachers, mentors, parents, community leaders, or anyone who selflessly dedicates their time and energy to making a positive difference in the lives of others.

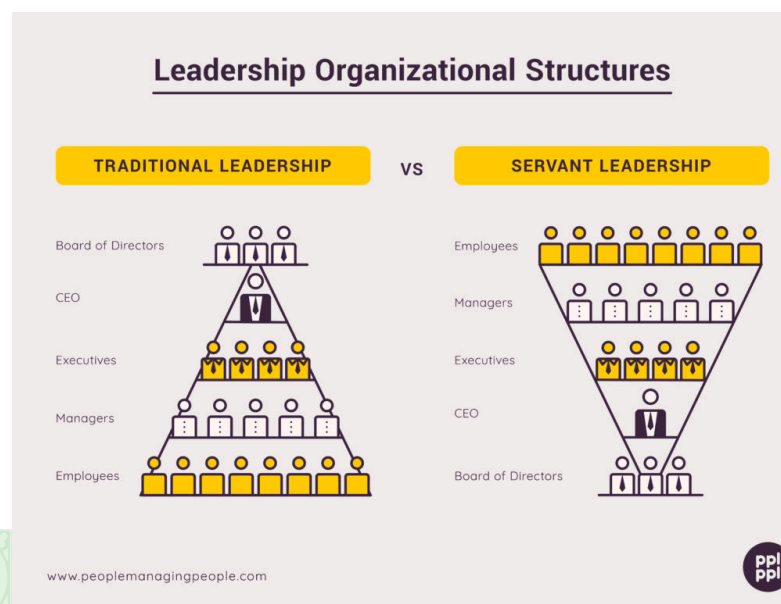
Every individual is unique, and being a servant allows us to showcase our uniqueness in a profound way. Our passions, talents, and perspectives are all valuable contributions to the world, and when we share them through service, they are bound to be noticed by someone. This recognition, in turn, creates an opportunity for influence.

When we influence others, we have the power to empower them. We can inspire them to reach their full potential, to make a positive impact on their own lives and the lives of those around them. This is the true power of influence: the ability to ignite change and transformation.

Therefore, let us all embrace our role as servants and leaders. Let us use our influence to create a better world, one person at a time. By empowering others, we empower ourselves and build a stronger, more resilient community for all.

Servant Leadership

There are two primary leadership styles that have been identified and studied: traditional leadership and servant leadership. Each style has its own distinct characteristics, strengths, and weaknesses.



Traditional leadership, also known as authoritarian or directive leadership, is characterized by a clear hierarchy and a top-down approach. In this style, the leader has the most power and makes all the decisions. Traditional leaders tend to be more directive and controlling, and they may expect their followers to obey their orders without question.

Servant leadership, on the other hand, is a more collaborative and empowering style. Servant leaders focus on serving their followers and helping them reach their full potential. They are more likely to listen to their followers' ideas and concerns, and they may involve them in the decision-making process. Servant leaders are also more likely to be humble and self-aware, and they may be more focused on the long-term success of the organization rather than their own personal gain.

Both traditional and servant leadership styles can be effective in different situations. Traditional leadership may be more appropriate when there is a need for quick decision-making and a clear chain of command. Servant leadership may be more appropriate when there is a need for collaboration and innovation.

Here is a table summarizing the key differences between traditional and servant leadership styles:

Characteristic	Traditional Leadership	Servant Leadership
Power structure	Hierarchical	Collaborative
Decision-making	Top-down	Shared
Focus of the leader	Self	Others
Communication style	Directive	Persuasive
Motivation of followers	Fear or reward	Inspiration and empowerment

The servant leadership model is thus a renowned organizational structure with a leadership philosophy in which the main goal of the leader is to serve. This model is indeed a model Christ created by His self since He emptied Himself for our sakes. Everything He did was for us, such that we might imitate Him. We will see that it is the pinnacle of true leadership and influence. Servant leadership was truly initiated by the life of Christ.

In servant leadership, there is a power of influence in which everyone influences someone, we never know who or how much we influence, and the best investment in the future is a proper influence today. Growing as a leader equates to reflection and sacrificing of the self. It is important to serve with positive influence doing all that you can to maximize the potential in those whom you serve.

The world's idea is that those who lead are in some way better than the people whom they lead. They gain status because they exercise power over others to achieve their goals. All of which leads to rewards, benefits, and preferential treatment. This is not the model Christ set out for mankind. Jesus' leadership style is entirely contrasted to that of the world. He declared that in the Kingdom, greatness belongs to the servant and that distinction grows from child-like humility (Matthew 18:4). He taught that leaders were to serve others, not to be served by them.

Jesus' heart was a servant heart (Philippians 2:5-11). This heart led Him to act for the benefit and growth of others. One of the most powerful images in the life of Jesus is when He washes His disciples' feet in John 13. When He is finished, he says to them, "You call Me Teacher and Lord, and you

say well, for so I am. If I then, *your* Lord and Teacher, have washed your feet, you also ought to wash one another's feet. For I have given you an example, that you should do as I have done to you."

Jesus, of course, isn't talking about feet. He's talking about servant-leadership. Great leaders focus on serving those who follow them. Great leaders wash their people's feet.

Jesus calls us, as His leaders, or disciples and servants, to grow a servant heart. He calls us to follow His example with humility, serving those whom we lead; enabling them to achieve the purpose to which God calls them is our goal.

Knowing that one is valued is an important encouragement for everyone. Ask yourself, *"How can I publicly and genuinely recognize the value of individuals and their achievements?"*

Defining Servant Leadership

The word servant may prompt an initial negative connotation and the word leader may carry a great deal of honor and respect. So, the term servant-leader offers new insights. leadership is really about serving.

In The Servant as Leader's essay, Robert K. Greenleaf says, "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. That person is sharply different from one who is leader first, perhaps because of the need to assuage an unusual power drive or to acquire material possessions... A servant-leader focuses primarily on the growth and well-being of people and the communities to which they belong. While traditional leadership generally involves the accumulation and exercise of power by one at the "top of the pyramid," servant leadership is different. The servant-leader shares power, puts the needs of others first and helps people develop and perform as highly as possible." A definition oddly similar to the one we established when defining leadership.

Servant leadership is best defined by Jesus Himself: "whoever desires to become great among you, let him be your servant. And whoever desires to be first among you, let him be your slave— just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many." (Matthew 20:26-28). In the Christian realm, all leadership should be servant leadership.

Power of Influence

There are three aspects to power of influence which include speech, time, and exemplary life. In terms of speech, what you say (in church and outside) matters because a few sentences can change the direction of a nation. For example, Nehemiah used his words for good while Herod used his words for destruction. We need to learn to give words of comfort to those that are afflicted, healing through words of kindness to those in emotional pain, guidance to those that are lost or confused, and simplification to make that which is difficult to understand be understood in simple terms. Don't over-complicate or over-simplify things. In terms of time, the importance of being present and

available to anyone you serve, has served. Once assigned a service, forever the impact – there is no checking out. We see this in the Bible with Abraham and Lot. Though Lot left Abraham, while under his care, Abraham never left Lot from his heart and continuously cared for him. He ran after him and sought to protect him from God’s destruction in Sodom and Gomorrah, even though Lot had left him and denied his leadership. Abraham was always seeking to serve and influence those around him. Thus, let us say with Isaiah 6:8, who calls us to be ready at any time for any needs: “Also I heard the voice of the Lord, saying: ‘Whom shall I send, And who will go for Us?’ Then I said, ‘Here am I! Send me.’”

In terms of living an exemplary life, we never know who or how much we influence. Our life will influence others, so it’s important to choose your influence. Accordingly, in the diocese of the Southern United States, the servant commit themselves to a level of sacrifice from worldly matters and vow to keep themselves from actions that may negatively impact the influence of the servant.

- Using profanity in any kind of communication whether via texting, Facebook, Twitter, Snapchat, or Instagram posts, or any social media posts
- Displaying pictures of themselves, friends, or relatives on Facebook or any social media site that are not fitting for a Sunday School Servant (e.g., improper clothing, dancing, drinking, etc.)
- Smoking cigarettes or hookah, vaping, drinking alcohol or using drugs
- Spending leisure time at a night club, bar, or hookah lounge
- Dancing or drinking such as at wedding receptions or gatherings
- Maintaining an inappropriate relationship such as a boyfriend or girlfriend relationship in secret and without the knowledge of family or the guidance of a confession father
- Dressing in a way that is not befitting the modesty of a Christian servant and not in accordance with the dress code of the diocese
- Showing direct or indirect approval of any of the above behaviors

Characteristics of Servant Leadership

Attribute	Description
Listening	The motivation to actively listen to others and support them in appropriate ways.
Empathy	The ability to understand others while going on a deeper level by showing respect and unconditional love.
Awareness	The ability to step back from immediate reactions and emotions to assess the bigger picture and identify the underlying causes and potential consequences of actions viewing situations from a more integrated and holistic position.

Relational Persuasion	The refusal to use power or position in a coercive or forced manner, but rather seeks the path of genuine relationship.
Insight	The ability to learn from the past, anticipate potential outcomes, and make needed adjustments and course corrections.
Stewardship	Looking at service as being a caretaker of the gifts entrusted by God.
Commitment	The willingness to focus on and attend to the personal, professional, and spiritual growth of others.

Biblical Base for Understanding Leadership

Leaders of God's people were most often described as servants of God anointed to do various tasks. Moses was the first to practice servant-leadership (Ex. 32:11-14, 30-35). Servant leaders strengthen the weak and empower those entrusted to their care, and show compassion towards the disadvantaged and the lost (Eze. 34:2-10). God wants leaders who will listen to His will and execute it faithfully with divinely appointed authority.

Obedient and courageous Joshua had a powerful impact on Israel. David, while sinful, was a leader after God's own heart; his deep spirituality led to great accomplishments.

Servants ought not to do anything out of selfish ambition or vain conceit, but in humility considering others better than oneself. "Let nothing be done through selfish ambition or conceit, but in lowliness of mind let each esteem others better than himself. Let each of you look out not only for his own interests, but also for the interests of others." (Philippians 2:3-4)

James and John asked Jesus if He would grant to them the privilege of sitting on His right and left in positions of leadership in His kingdom. But Jesus explained to them that their philosophy of leadership was not to be modeled after that of the "Gentiles" and "great men" of the world: "Whoever of you desires to be first shall be slave of all." (Mk 10:42-44; Mt 20: 25-28).

Attitude of Servant-Leadership

The essence, style and attitude of servant leadership is found in Philippians 2:3-5. "*Let nothing be done through selfish ambition or conceit, but in lowliness of mind let each esteem others better than himself. Let each of you look out not only for his own interests, but also for the interests of others. Let this mind be in you which was also in Christ Jesus, who, being in the form of God, did not consider it robbery to be equal with God, but made Himself of no reputation, taking the form of a bondservant, and coming in the likeness of men. And being found in appearance as a man, He humbled Himself and became obedient to the point of death, even the death of the cross.*"

The focus of servant leadership is on the growth, success and welfare of the followers. The primary focus of a servant-leader is on his or her followers rather than on self. It is this singular characteristic which defines servant-leadership. A good reflective question to ask oneself, do I serve because I am a leader, or do am I a leader because I serve? The goal of service is not to be leaders or achieve some type of ambition, but rather is to offer Christ a sweet smelling aroma in our sacrificial service.

The servant-leader Jesus served best at times by saying “no” to some who wanted to follow Him, denied the requests of others (James and John in Mark 10:36-40) and even “turned away” some who weren’t going where He was going (John 6:66, Luke 14:25-35).

Sometimes servant leaders wash others’ feet, (John 13:1-17), but other times they rebuke, (Matthew 16:23), and even discipline, (Matthew 18:15-20). Sometimes they serve at their own expense, (1 Corinthians 9:7), but other times they issue strong imperatives (1 Corinthians 5:2; 11:16).

Attitude is everything: A servant leader seeks the glory of his Master, “He who speaks from himself seeks his own glory; but He who seeks the glory of the One who sent Him is true, and no unrighteousness is in Him.” A Christlike leader is a *bondservant* of Christ (Ephesians 6:6), and always demonstrates that Christ — not public approval, position, or financial security — has his primary loyalty.

In Christian service and ministry the most powerful style and attitude of leadership is that of servant-leadership. Any other style which is not like the one Christ modeled for us, cannot be called “Christian.” There is no room for king-leadership, selfish-leadership, ruler-leadership and self-serving leadership. Servant-leadership is a powerful and transformative lifestyle.



Review Questions

1. What are the two types of leadership? (A: Servant and traditional.)
2. What are the five levels of leadership? (A: Position, permission, production, people development, personhood.)
3. What is the definition of leadership? (A: Leadership is a process of social influence, which maximizes the efforts of others, towards the achievement of a goal.)
4. True or False? Everyone is a leader of some sorts. (A: True)
5. True or False? Servant leadership was truly initiated by the life of Christ. (A: True)



Books & References

1. [Servants Leadership](#)

2. [Books on Servants Leadership](#)
3. [The Servant as a Leader](#)

