


**BECOMING A
LEADER WORTH
FOLLOWING**

Ken Nabi

WHAT IS SERVANT LEADERSHIP?

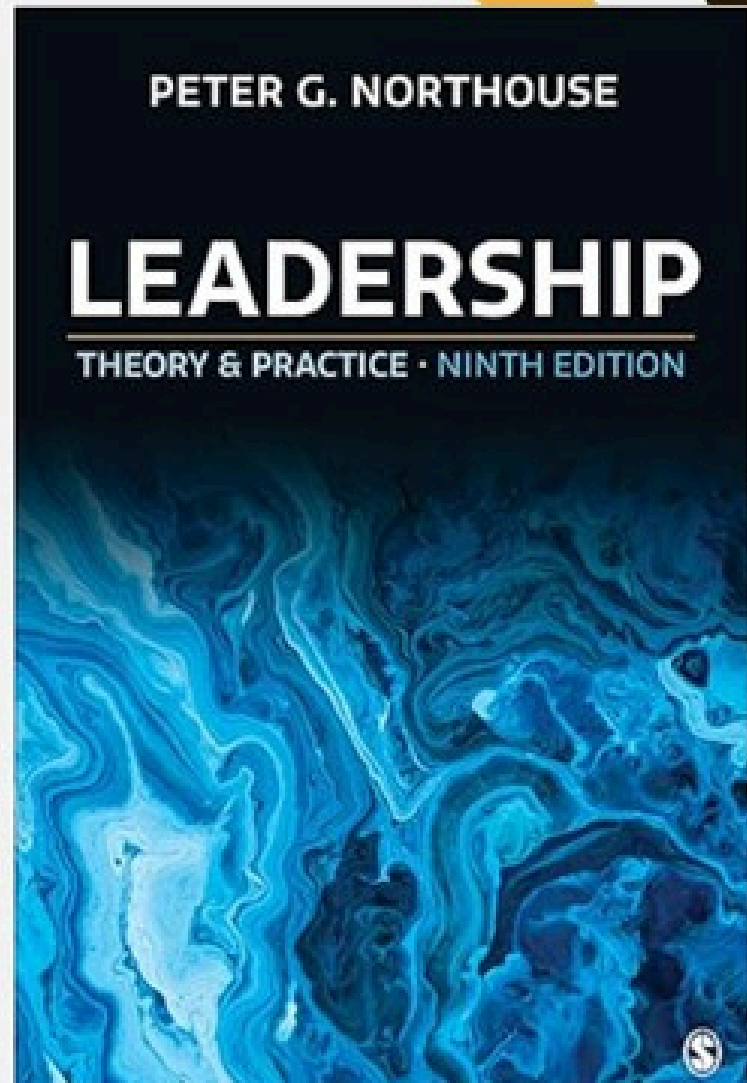
- Philippians 2:1-11
- What characteristics do you see?



SIMON SINEK

SERVANT LEADERSHIP CLIP

What is Servant Leadership



“Servant leaders are ethical and lead in ways that serve the greater good of the organization, community, and society at large. What sets servant leadership apart from other moral leadership approaches is its focus on serving these multiple stakeholders.”

Peter Northouse, Leadership: Theory and Practice p. 253 (ch 10)



What is Servant Leadership

Versus what

- Authoritarian
- Adaptive

Challenge

- Pragmatism
- Authoritarian leadership in the church



Servant Leadership

In the home:

- marriage
- parenting
- home



Servant Leadership

In the church:

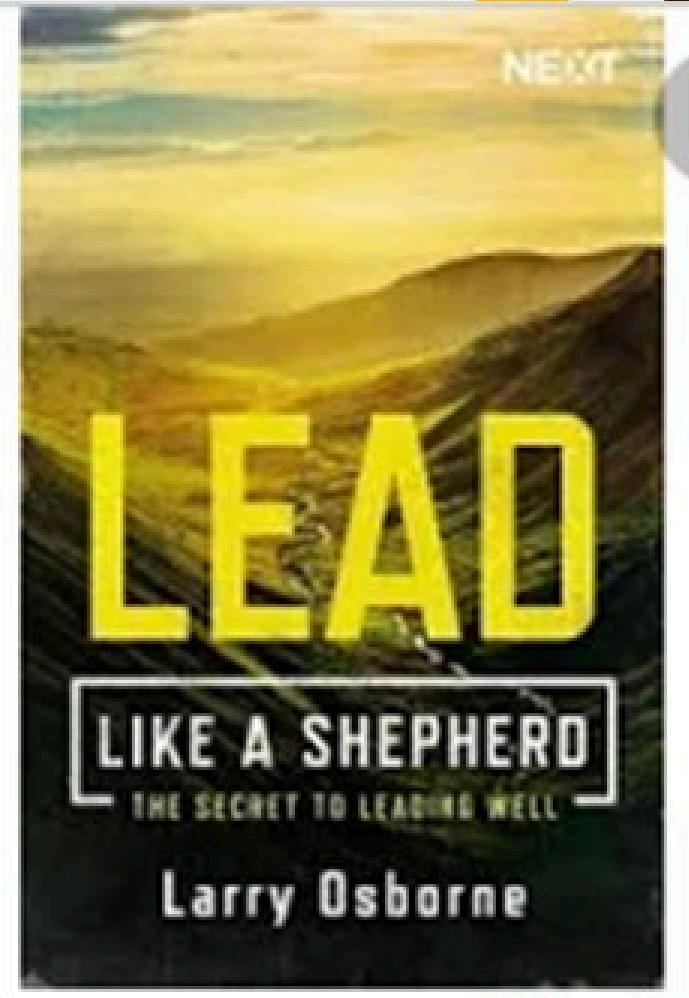
- Formal leadership
- Leading “up”
- Flat org vs. hierarchy



Servant Leadership

In business

- Attracting the right kind of people
- Empowering others to succeed
- #1 reason people quit—not money



“But make no mistake. Servant leaders still lead. They don’t take a poll to find out where the sheep want to go. They don’t crowdsource their vision. They always put the Father’s agenda above the flock’s agenda, even when no one appreciates or understands what they’re up to.”

Lead Like a Shepherd, Larry Osborne, p. 125

THE POWER OF LEADERS WHO LISTEN WELL

GREAT LEADERS LISTEN WELL

Motives

Values

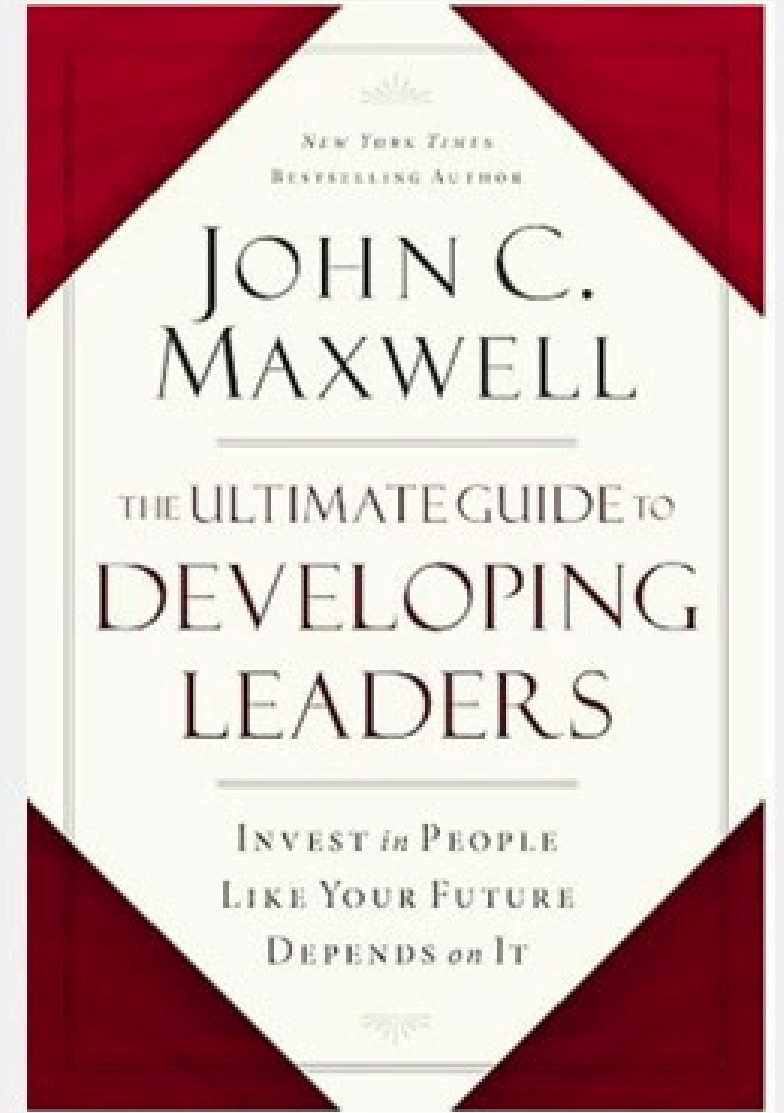
Opportunities

Probing questions

Q: Do people feel
heard?

LISTENING IS A SKILL

- Spend 4 hour listening
- You hear about 2 hours of what is said
- You actually listen carefully to an hour of that
- You *understand* about 30 minutes of that
- You *believe* only 15 minutes of that
- And, you remember only 7-8 minutes total



The Ultimate Guide to Developing Leaders, John Maxwell, p. 31

WHY DON'T LEADERS LISTEN BETTER?

- They talk too much
- They assume they already know what others will say
- They don't value other's opinions as much as their own
- They listen with an agenda
- They are too busy to listen carefully
- Other reasons?

WHAT IS EMPATHY?

The ability to emotionally understand what other people feel. The ability to see things from their point of view and imagine yourself in their place.

“Put yourself in someone else's shoes.”

**Basic Empathy:
Building Connections to
Gain Leadership Traction**

EMPATHIC LISTENING

Affirming statements to convey you confirm your understanding.

Affective word choice to convey you know their feelings.

Synthesized phrases that illustration connection.

Asking questions to illicit more and deeper communication.

BASIC EMPATHY IN LEADERSHIP

- Ask Questions (stop the ping pong)
- Open vs. closed questions ('do you like this job or not?')
- Open vs. leading questions ('why don't you want to please me?')
- Invite more: ('tell me more about that situation so I can better understand')
- Use scaling questions: 0-10, ('how does that come across to you?')

“seek first to understand and then to
be understood”

Steven Covey

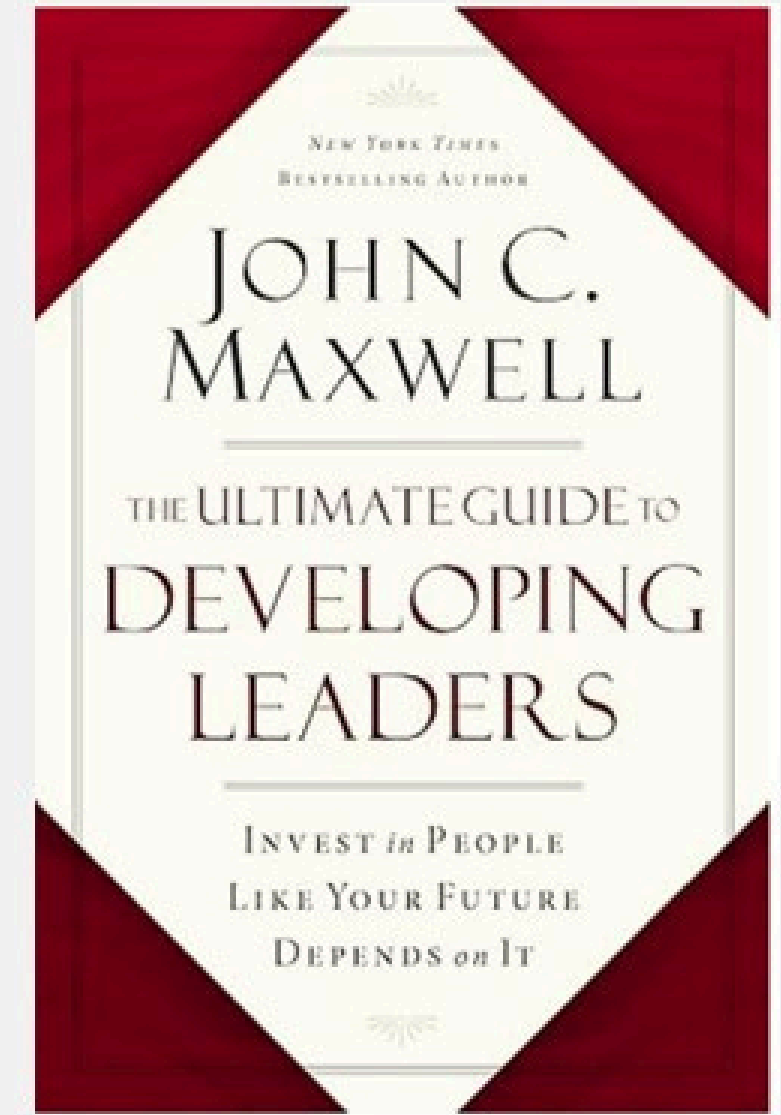
“let every person be quick to hear,
slow to speak, slow to anger, for the
anger of man does not produce the
righteousness of God”

James 1:19

Why is listening
well rare and so
hard to do?

MOST PEOPLE

- Are insecure—give them confidence
- Want to feel special—compliment them
- Want a bright future—give them hope
- Need to be understood—listen to them
- Want direction—walk with them
- Are selfish—speak to their needs first
- Get emotionally low—encourage them
- Want to be included—ask their opinion
- Want success—help them win
- Want to be appreciated—give them credit
- *John Maxwell, The Ultimate Guide to Developing Leaders, p. 40*



Seed form potential

Evidence in FAT

(faithful, available, teachable)

Ownership that is high

Give assignments and hold accountable

Tree

Lumber

Furniture

**DO YOU SEE
POTENTIAL?**

Great Leaders Know How
to Have Hard Conversations
Well

SPEAK THE TRUTH
IN LOVE

Rather, speaking
the truth in love,
we are to grow up
in every way into
him who is the
head, into Christ.

Ephesians 4:15

SELF ASSESSMENT FIRST

“or how can you say to your brother, ‘let me take the speck out of your eye’, when there is a log in your own eye? You hypocrite, first take the log out of your own eye, and then you will see clearly to take the speck out of your brother’s eye.”

Matthew 7:2-5

WHAT KEEPS US FROM SAYING HARD THINGS WELL?

- Family of origin experiences
- Fear of conflict
- Consumed with people pleasing
- Inability to think on your feet
- Dismissive attitude
- Lack of love and commitment to the truth
- Other reasons?

- Great Leaders are servants of others creating success in those around them.
- Great Leaders know how to motivate because they have listened well.
- Great Leaders see potential and deploy others with increasing responsibility.

“And he called to him his twelve disciples and gave them authority over unclean spirits, to cast them out, and to heal every disease and every affliction.”

Matthew 10:1



What will it take for
the church to
become an incubator
of dynamic servant
leadership?

