

Soaring through Service:

Increasing Productivity in School Business through Servant Leadership Techniques

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Soaring in Service

The Eagle Leadership Characteristics

A leadership concept that explores effective leadership qualities that impact organizational performance.

- Vision – Effective leaders have clear vision. They implement strategies to overcome obstacles and create opportunities for success.
- Focus – Leaders must stay focused on goals and not get distracted by matters that prohibit productivity.
- Courage – Strong leaders face challenges head on and make tough decisions when necessary.
- Independence – Leaders must be confident and capable of making independent decisions.
- High Standards – Great leaders maintain high standards and act ethically.
- Strategic Action – Effective leaders plan carefully and act strategically.
- Resilience – Great leaders turn challenges into opportunities and remain focused during adversity.
- **Protection and Care – Leaders support, protect, and develop the people they lead.**





Servant Leadership

A leadership method in which the leader prioritize the interests and growth of their followers to focus on developing them into an effective leader.

A servant leader is an ethical leader who minimize their self-interest to empower those under their leadership to develop their full capacities.

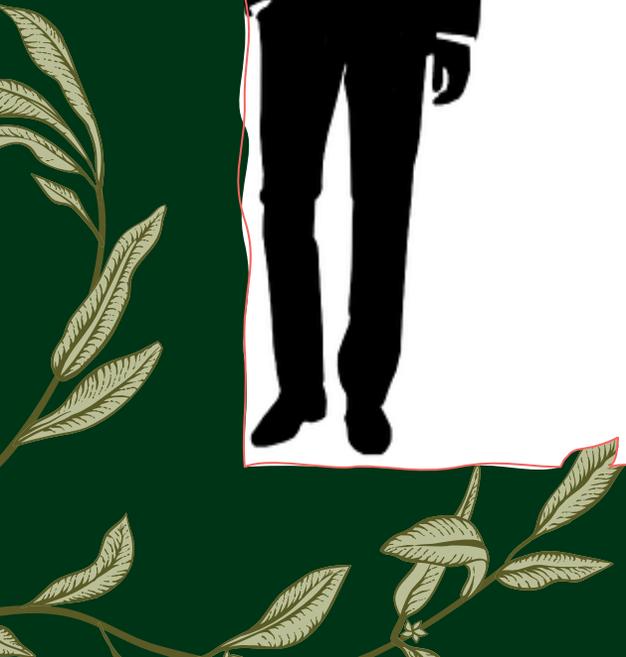


Ten Characteristics of a Servant Leader

- **Listening** – Servant leaders communicate by listening first. Through listening, servant leaders are able to detect the perspectives of their followers.
- **Empathy** – Servant leaders “stand in the shoes” of their followers to understand their point of view. When a servant leader shows empathy, it makes the follower feel unique and demonstrate care and concern.
- **Healing** – Servant leaders care about the well-being of their followers. In setting the standard for work-life balance, servant leaders promote a healthy work environment.
- **Awareness** – Servant leaders have an understanding of themselves to effectively impact their followers individually.
- **Persuasion** – Servant leaders are able to influence their followers through constructive, nonjudgment feedback.
- **Conceptualization** – Servant leaders are visionary leaders who provides a clear sense of direction through goals and strategic planning.
- **Foresight** – Servant leaders are able to predict outcomes based on current events and the organization’s culture.
- **Stewardship** – Servant leaders takes responsibility for their roles as the entrusted leader and hold the best interest of the organization as the highest regard.
- **Coach/Mentor** – Servant leaders are committed to assisting their followers in growing personally and professionally.
- **Collaboration** – Servant leaders fosters the development of community to build a workplace culture that exhibits unity and relatedness.



Mentoring as a Servant Leader

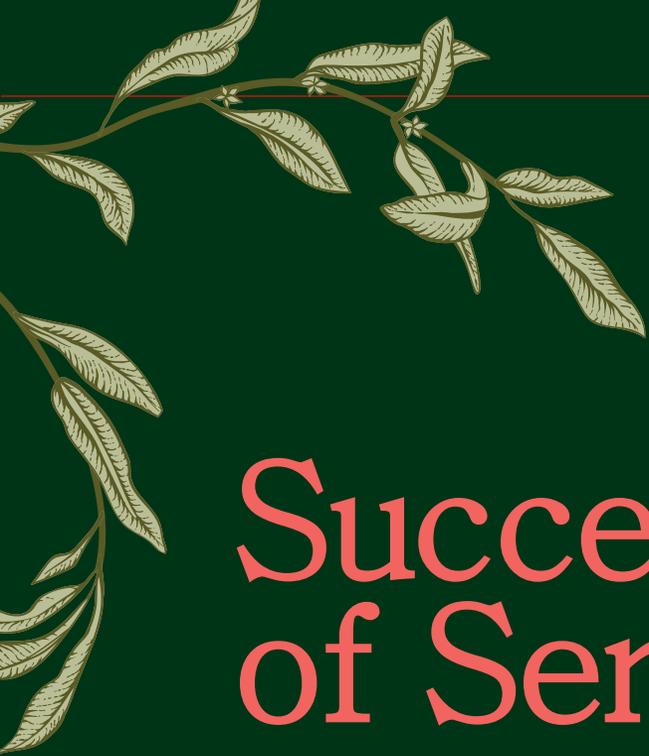


The Effectives of Mentoring Includes:



- Increase Skill Development
- Knowledge Transfer
- Increased Confidence
- Career Advancement
- Leadership Development

Successful Outcomes of Servant Leadership





Productivity is Increased Through:

Follower Performance and Growth

Improved work performance when leaders nurture followers, assist them with personal goals, and give them opportunities for advancement.

Organizational Performance

Followers will complete tasks beyond the basic requirements of their job description to assist in the overall performance of the organization.

Staff Retention

Through servant leadership techniques, the confidence and knowledge among team members are enhanced, resulting in loyal and dedicated employees.

Societal Impact

Leaders who are servants first, and assist others to build their capacity ultimately increase the performance of the organization, which benefits society.

Creation of Additional Mentors and Leaders

Successful servant leadership occur when others are empowered to assist other colleagues in growing and developing beyond their own beliefs.

Workplace Harmony

Individuals within an organization who care for each other become committed to developing an organization that makes their community a better place for all stakeholders.

Great Leaders Don't Set
Out To Be A Leader,
They Set Out To Make A
Difference. It's Never
About The Role, It's Always
About The Goal.

Thank You

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