

A photograph of a street signpost against a bright blue sky with wispy clouds. The signpost is white and has two signs. The top sign is rectangular and white with the words 'CHANGE WAY' in large, bold, blue, italicized capital letters. The bottom sign is triangular and white with the words 'HOPE AVE' in large, bold, blue, italicized capital letters. The sun is visible in the upper left corner, creating a lens flare effect.

***CHANGE WAY***

**Rewards of Leadership**  
The Waiting Game

# Complete the Phrase

**My next promotion, my dream job,  
my real life....**

**I will achieve it.**

**I am waiting**

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# My Focus

*CHANGE WAY*

**Purposeful Waiting**

*HOPPE*

# How Do You Define Success?



# Supervisor's Words of Wisdom

Be *FAST*

Be *ACCURATE*

*SMILE* once in a while.

# Nowhere to Turn

“How to influence your employees to cover night shifts on the holidays.”

“What Never to say to a Physician 101”

“How to convince your CFO you actually need a body at the desk if he expects you to collect money.”

# Hierarchical Leadership



Jesse Lynn Stoner: "Emergent Leadership Topples Pyramid"

# Comfort Danger Zone

Be *FAST*

Be *ACCURATE*

*SMILE* once in a while.



# Who's in Your Inner Circle



Who is Waiting to get in or waiting to get out completely?

\*Justin Thompson, Cliques in the Workplace

# Still Waiting For Something More

- 
- **Lead**
  - **Supervisor**
  - **Manager**
  - **Director**

A white street sign on a white pole is set against a bright blue sky with wispy white clouds. The sign is rectangular and features the words "CHANGE WAY" in large, bold, blue, italicized capital letters. Below this, the words "HOPE AVE" are written in smaller, blue, italicized capital letters. The sign is mounted on a white pole with decorative finials. The sun is visible in the upper left corner, creating a lens flare effect.

***CHANGE WAY***

**ARE YOU HAPPY?**

# Wired to Give



# Mainstreaming Servant Leadership

- **Stephen Covey:** “It has generally been my experience that the very top people of truly **great organizations are servant-leaders.**”
- **Ken Blanchard:** “**Servant leadership is key to surviving** and thriving in the 21st century.”
- **Ann McGee-Cooper:** “The true heroes of the new millennium will be **servant leaders**, quietly working out of the spotlight to transform our world.”
- **Larry C. Spears:** “As many small trickles of water feed the mightiest of rivers, the growing number of individuals and organizations practicing **servant-leadership** has increased into a torrent, one that carries with it a deep current of meaning and passion.”

# Robert Greenleaf

“The servant-leader...

- servant first
- ensures others needs are met
- focuses primarily on the growth and well being of people
- helps people develop and perform as highly as possible”

# Making it Work

- Identify Wants vs. Needs
- Give tools, boundaries, support
- Give them credit for success and share in the failures
- You are still their **LEADER**

# My New Role Models

- **Jesus:** “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 also should do just as I have done to you.**”
- **Nelson Mandela:** “I stand here before you not as a prophet, but as **a humble servant of you, the people.**”
- **Mother Teresa:** “The miracle is not that we do this work, but that we **are happy to do it.**”
- **Mahatma Gandhi:** “The best way to find yourself is to lose yourself **in the service of others.**”
- **Dr. Martin Luther King Jr.:** “Everybody can be great, because **everybody can serve.**”



# Serve it Forward

*Who will create the next generation of servant leaders?*



# Serving Everywhere





**CHANGE WAY**

**Rewards of Leadership**

Are you hungry to serve?