



Servant Leadership An Oxymoron?


International Conference for College
and University Presidents

March 25, 2014



Oxymoron

- ☞ Rap music
- ☞ Working vacation
- ☞ Exact estimate
- ☞ Peace force
- ☞ Temporary tax increase



Mrs. Zebedee seeks position for her children. Matthew 20:20-21

- ☞ Then the mother of Zebedee's sons came to Jesus with her sons and, kneeling down, asked a favor of him.
- ☞ "What is it you want?" he asked. She said, "Grant that one of these two sons of mine may sit at your right and the other at your left in your kingdom."



Isaiah 14:13-14 (NLT)

¹³ For you said to yourself,
‘I will ascend to heaven and set my throne
above God’s stars.

I will preside on the mountain of the gods
far away in the north.

¹⁴ I will climb to the highest heavens
and be like the Most High.’



Positional Status

- ☞ Mrs. Zebedee thought a position would give her and her sons status.
- ☞ The world seeks status through money position and power.
- ☞ James and John were not much different than we are - feeling like a certain position will satisfy.



Losers

Winners

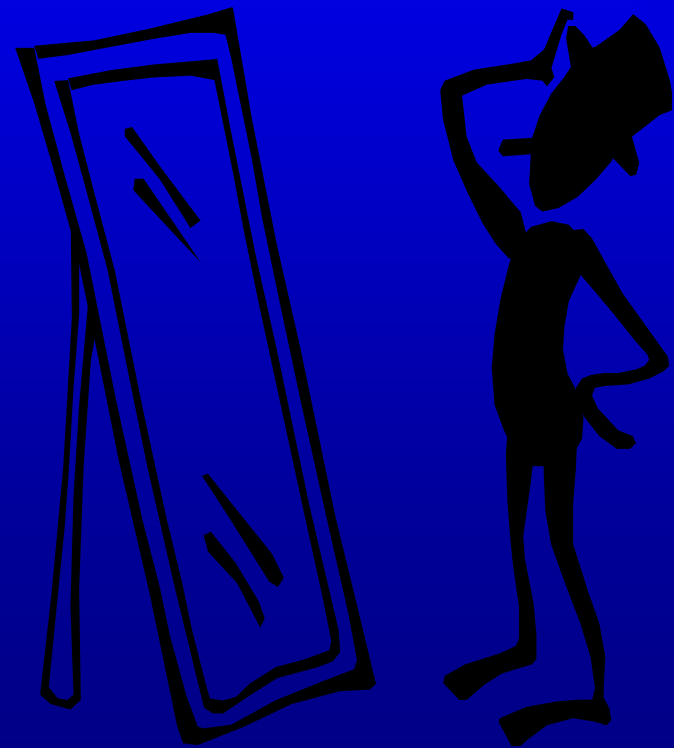
The world teaches us that we have no value unless we compete with others showing that we are better than they are.



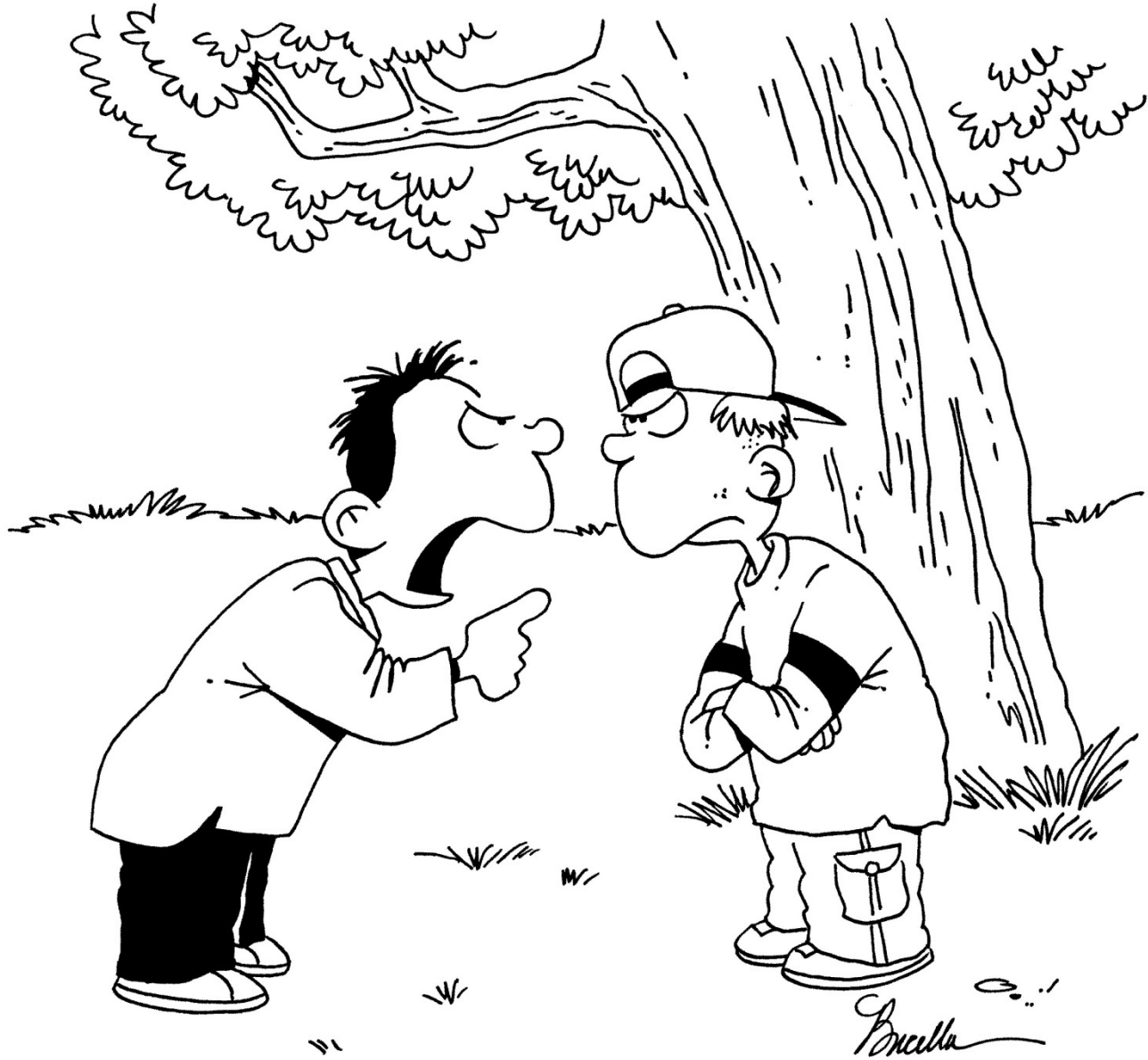
Success by Comparisons

- ☞ Strength is used by strong
- ☞ Beauty is used by the beautiful
- ☞ Money is used by the rich
- ☞ Brains are used by the smart

Comparisons are Odious



We do not dare to classify or compare ourselves with some who commend themselves. When they measure themselves by themselves and compare themselves with themselves, they are not wise.
2 Corinthians 10:12



"Oh, yeah? Well, my dad's work cubicle is bigger than your dad's work cubicle!"



Jesus Responds to Mrs. Zebedee's Request

☞ “to sit at my right or left is not for me to grant. These places belong to those for whom they have been prepared by my Father.”

Matthew 20:23



Right Goal!

Wrong Methodology!

- ☞ Their goal of success was good.
- ☞ Their methodology of seeking position to find success was wrong.



- ☞ “When the ten heard about this, they were indignant with the two brothers.”
Matthew 20:24
- ☞ They were probably “indignant” because they didn’t think of it first.

Jesus responds

☞ Jesus called them together and said, "You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them." Verse 25

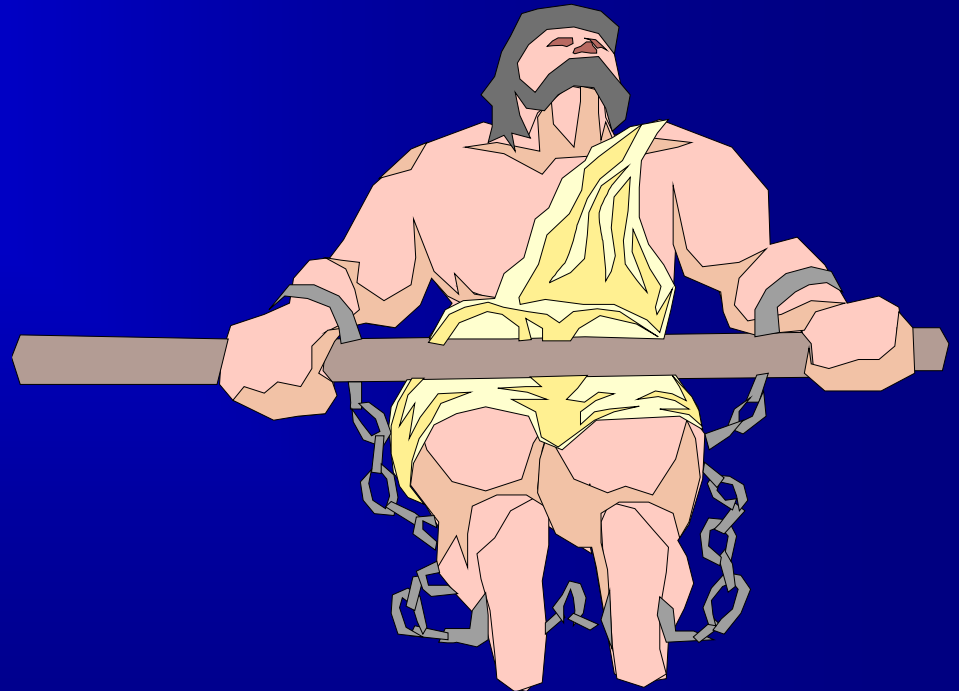


Jesus Continued:

☞ **Not so with you.**

Instead:

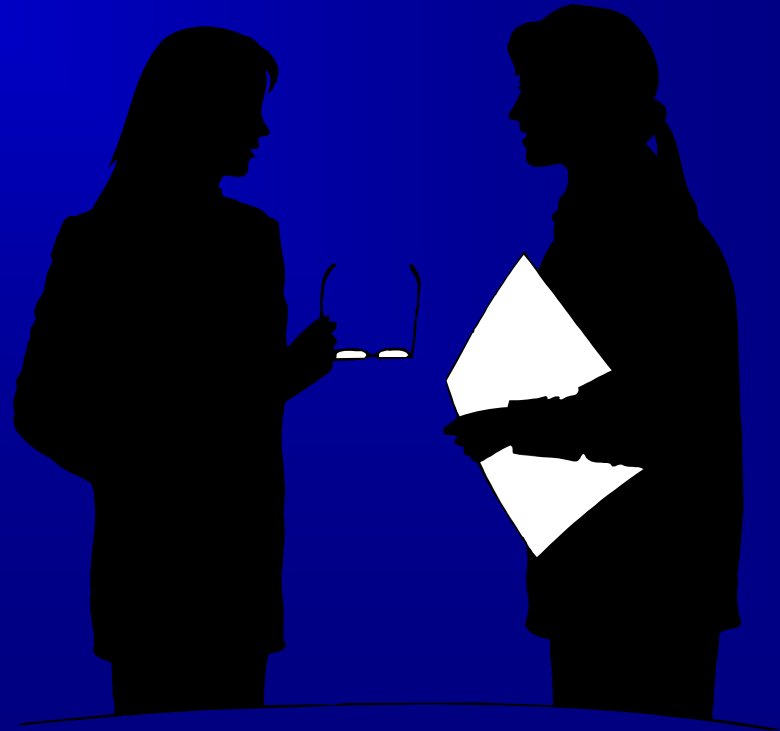
- ☞ whoever wants to become great among you must be your servant,
- ☞ and whoever wants to be first must be your slave” Verses 26-27



Discussion

- ☞ How does being a servant make you great?
- ☞ How does being a slave make you first?

Time is up!!!!



True Leadership

Oswald Sanders has pointed out that "true leadership is achieved not by reducing men to one's service but in giving oneself in selfless service to them."

Preaching-Vol. 1



Jesus illustrates the leadership of servanthood



☞ “just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.”
Verse 28



Exodus 32:30 (NLT)

…Moses said to the people, “You have committed a terrible sin, but I will go back up to the Lord on the mountain. Perhaps I will be able to obtain forgiveness for your sin.

Exodus 32:31–32 (NLT)

☞ ...“Oh, what a terrible sin these people have committed. They have made gods of gold for themselves.
32 But now, if you will only forgive their sin—but if not, erase my name from the record you have written!”

Mark 9:33–37 (NLT)

- ➔ After they arrived at Capernaum and settled in a house, Jesus asked his disciples, “What were you discussing out on the road?” But they didn’t answer, because they had been arguing about which of them was the greatest. He sat down, called the twelve disciples over to him, and said, “Whoever wants to be first must take last place and be the servant of everyone else.”



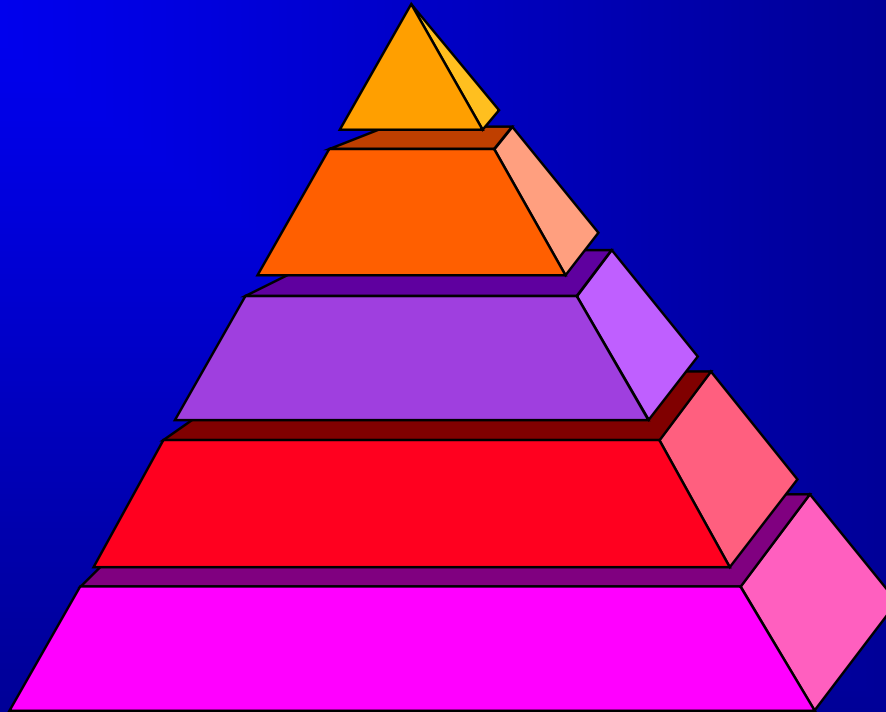
Jesus the Servant

- ☞ He came not to show off his worth,
 - He came to give us worth.
- ☞ He came not to enrich Himself at our expense
 - He came impoverishing Himself to make us rich.
- ☞ He came not to impress us with His glory.
 - He came to share His glory with us.



Successful servant
leadership is serving others
so they can reach their
goals rather than feeding
on others so we can reach
our goals.

The secret of Christian leadership is not at the top of the pyramid but at the bottom.



Leadership in serving others,
not controlling others.



Two Approaches To Leadership

☞ Personal dominance

- Unified, clear direction that is based in the worldview of the leader.

☞ Interpersonal influence

- Direction is based on a negotiation of differences integrated in the leader's perspective.
- “The deep blue sea rethinking the source of leadership” by Wilfred Drath

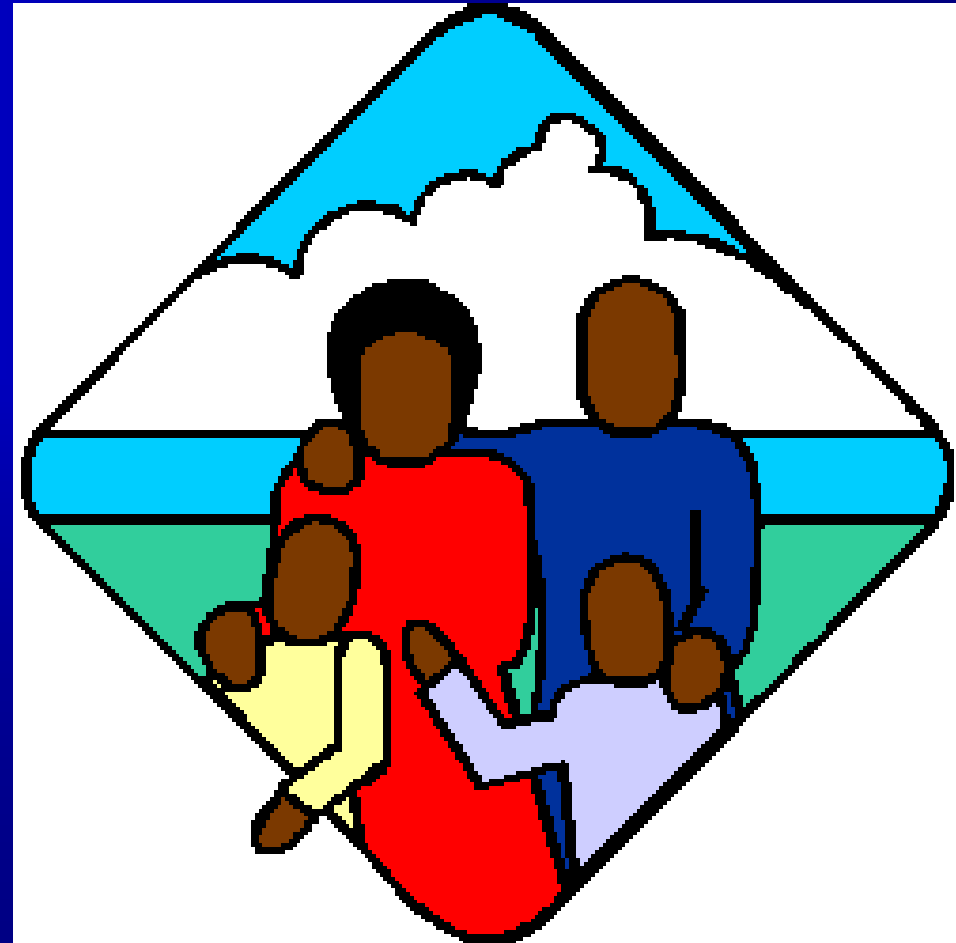
Personal Dominance Leadership

- ☞ I am in charge just do as I say!!
 - What happens when there is a mistake?
- ☞ Are there still some College Presidents that function that way?

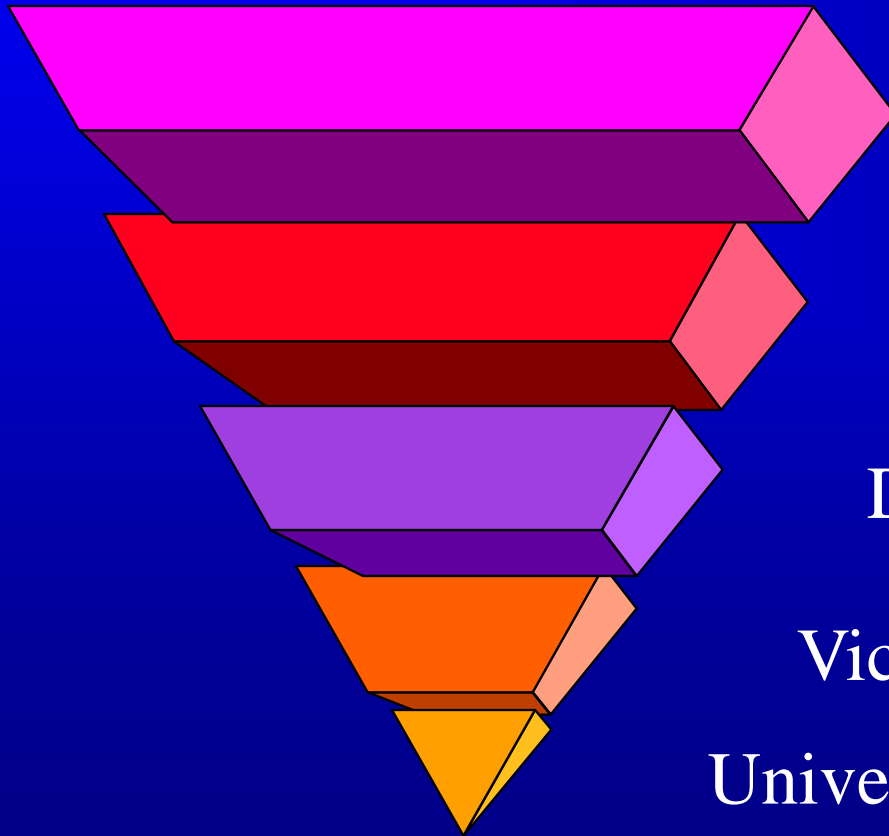


Interpersonal Influence

- ☞ You are in charge but we all have a part to play in influencing the ultimate decision.
 - What happens when there is a mistake?
- ☞ Mutual accountability



Turning the pyramid upside down.



Students

Faculty

Departmental Directors

Vice Presidents

University President



Who does the University President serve?



Leadership Is Influence.

- ☞ The lowest form of that influence is the influence you have because of a title or a position.
- ☞ If your influence depends on the location of your office or the location of your box on the organization chart than your influence is probably minimal.
- ☞ John Maxwell.

Leadership is not only for:

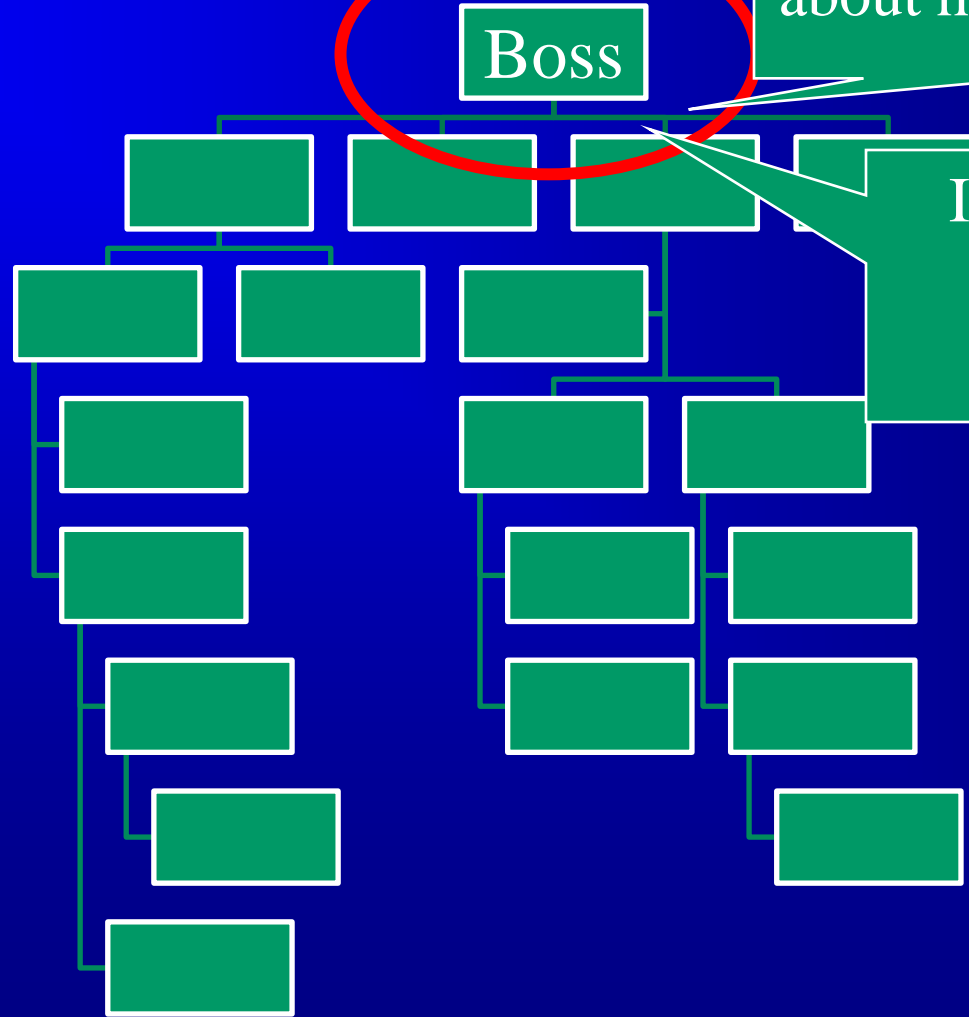


- ☞ Those who are elected to an office.
- ☞ Those who have positions of authority.
- ☞ It is exercised by anyone who influences another.
- ☞ It is exercised by first year teachers and students.

Leadership

- ☞ Is not a position granted by the President or the chairman of the board
- ☞ It is not the president who empowers you.
- ☞ It is not a title that you have.
- ☞ It is not the power you have.
- ☞ It is influence developed through servanthood.

The Hierarchy



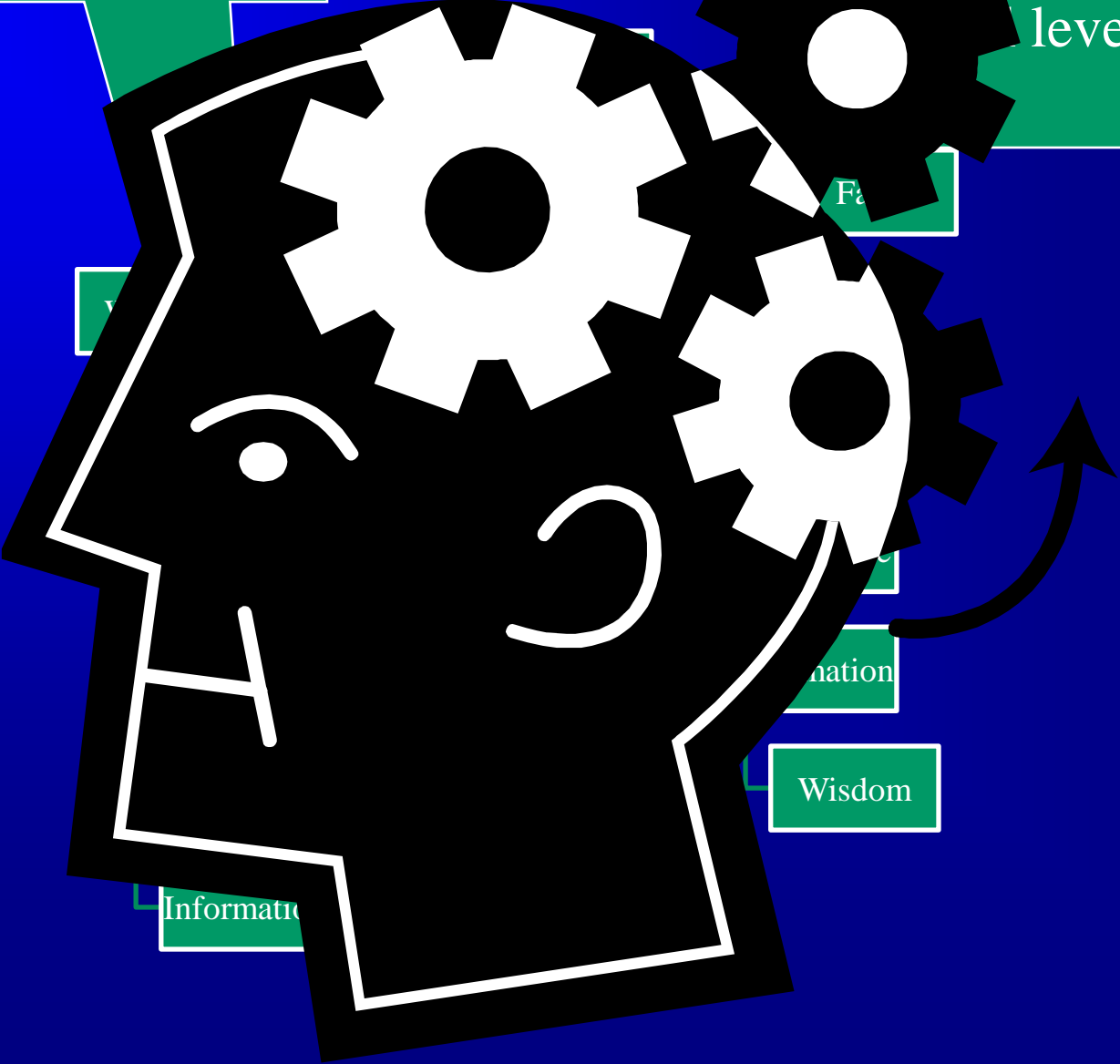
Is this the only person who has information about how to do a task?

Is this the only person with influence?



So the servant leader values every person

Information for the organization exists at multiple levels.



Information

Information

Information

Wisdom

Information

1. The Servant Leader Is Interested In Others

“Hanani, one of my brothers, came from Judah with some other men, and I questioned them about the Jewish remnant that survived the exile, and also about Jerusalem.” (Neh. 1:2)



Servant Leaders Like People

☞ If you can't stand the smell of sheep, you shouldn't be a shepherd.



☞ Andrew Carnegie felt you develop people the same way you mine for gold. "In gold mining you must literally move tons of dirt to find a single ounce of gold.

☞ However, you don't look for the dirt - you look for the gold."

(Homemade, September 1992)





Ellen White

☞ "But the early Christians began to look for defects in one another. Dwelling upon mistakes, giving place to unkind criticism, they lost sight of the Savior and of the great love He had revealed for sinners. They became *more strict* in regard to outward ceremonies, more particular about the theory of the faith, more severe in their criticisms. (8T 241)

2. The Servant Leader Is Empathetic

- ☞ They said to me, "Those who survived the exile and are back in the province are in great trouble and disgrace. The wall of Jerusalem is broken down, and its gates have been burned with fire." (Neh 1:3)



The Response Of Some

☞ Relief

- “I am glad that it isn’t my problem.”

☞ Assign blame

- “The walls are broken down – I wonder whose fault it was?”

☞ Satisfaction

- It looks like they finally got what was coming to them.

☞ Pride

- “We are better than they are.”

Nehemiah's Response

☞ "When I heard these things, I sat down and wept. For some days I mourned and fasted and prayed before the God of heaven." (Neh. 1:4)



Response Of The Body To Injury



3. The Servant Leader Identifies With Problems?

☞ "Then I said: "O Lord, God of heaven, the great and awesome God, who keeps his covenant of love with those who love him and obey his commands, let your ear be attentive and your eyes open to hear the prayer your servant is praying before you day and night for your servants, the people of Israel. *I confess* the sins we Israelites, including myself and my father's house, have committed against you."

The Boat Trip

Imagine that we are in a boat together and suddenly I look over and see a hole in your end of the boat.



The Boat Trip

What is my
response?

“**You** have a
problem!”

No

“**We** have a
problem!”





Ritz-Carlton Training Manual

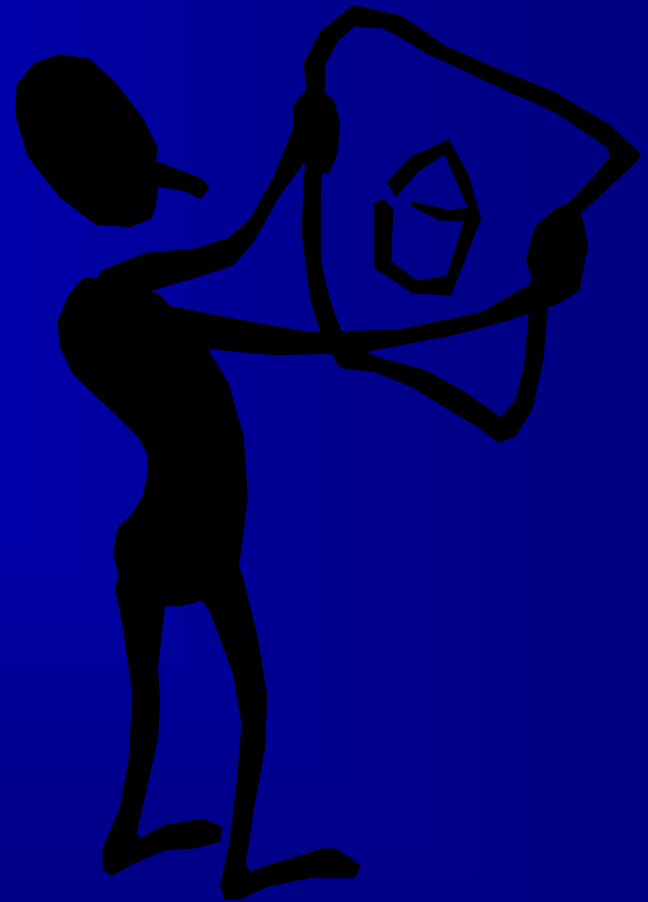
**"If you see a problem,
you own it,"**

4. The Servant Leader Is Available

☞ “O Lord, let your ear be attentive to the prayer of this your servant and to the prayer of your servants who delight in revering your name. Give your servant success today by granting him favor in the presence of this man.” (Neh. 1:11)

5. The Servant Leader Has A Plan

☞ I also said to him,
"If it pleases the
king, may I have
letters to the
governors of Trans-
Euphrates, so that
they will provide
me safe-conduct
until I arrive in
Judah?"



A Plan

☞ And may I have a letter to Asaph, keeper of the king's forest, so he will give me timber to make beams for the gates of the citadel by the temple and for the city wall and for the residence I will occupy?" (Neh. 2:7-8)



Planning

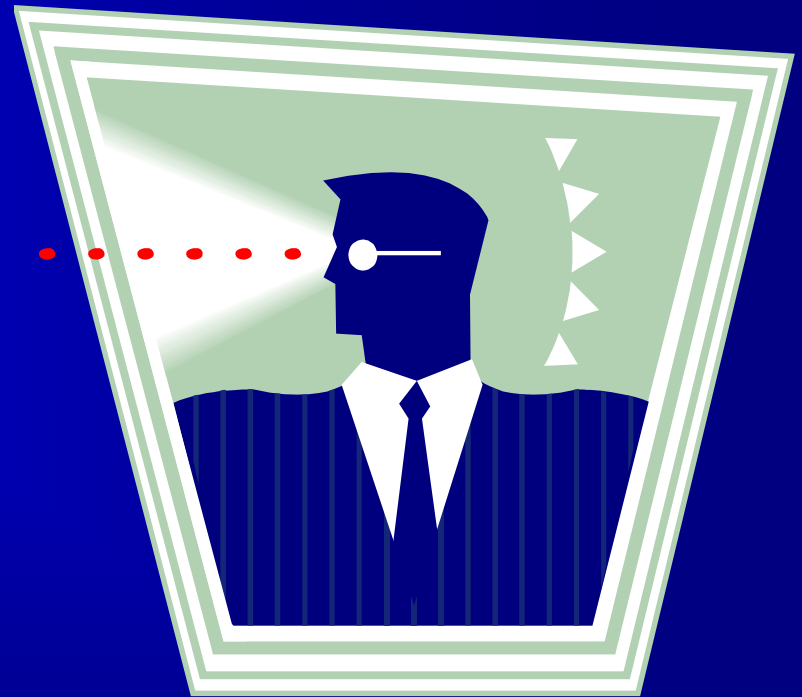
- ☞ Seneca said, “when you don’t know what harbor you are headed to any wind is a good wind.”



To fail to plan is to plan to fail.

6. Servant Leaders Have A Vision

“And I arose in the night, I and some few men with me; neither told I any man what my God had put in my heart to do at Jerusalem:”
(Nehemiah 2: 12)



A Vision Statement

Nehemiah 4:17

- ☞ Then I said to them, "You see the trouble we are in:
- ☞ Jerusalem lies in ruins, and its gates have been burned with fire.
- ☞ Come, let us rebuild the wall of Jerusalem, and
- ☞ we will no longer be in disgrace."

The Problem

The Solution

The Result

Vision Motivates

- ☞ Extrinsic motivation.
 - Do this and I will pay you.
- ☞ Intrinsic motivation.
 - Scratching where people itch on the inside.



Churchill's Vision

- ☞ “I have nothing to offer but
- ☞ blood,
- ☞ toil,
- ☞ tears, and
- ☞ sweat.”

7. Servant Leaders Listen

- ☞ Now the men and their wives raised a great outcry against their Jewish brothers.
- ☞ Some were saying, "We and our sons and daughters are numerous; in order for us to eat and stay alive, we must get grain."
- ☞ Others were saying, "We are mortgaging our fields, our vineyards and our homes to get grain during the famine."
- ☞ Still others were saying, ..." Neh. 5:1-4

Listening

- ☞ The leader begins by listening. Robert Taylor, dean of the University of Louisville's business school, explains:
- ☞ "The servant leader today doesn't have answers, he has questions. The people working with customers are the ones with answers."

– Title: The leader as servant. (management concepts) Authors: Kiechel, Walter, III Citation: Fortune, May 4, 1992 v125 n9 p121(2)

We Won't Listen To Others If:

- ☞ We think we have all the answers.
- ☞ We don't really care what others have to say.
- ☞ We have our minds made up.
 - People know if you are listening or just being polite.
 - They sense whether you value them or not.Servant leaders listen.

Answers And Questions

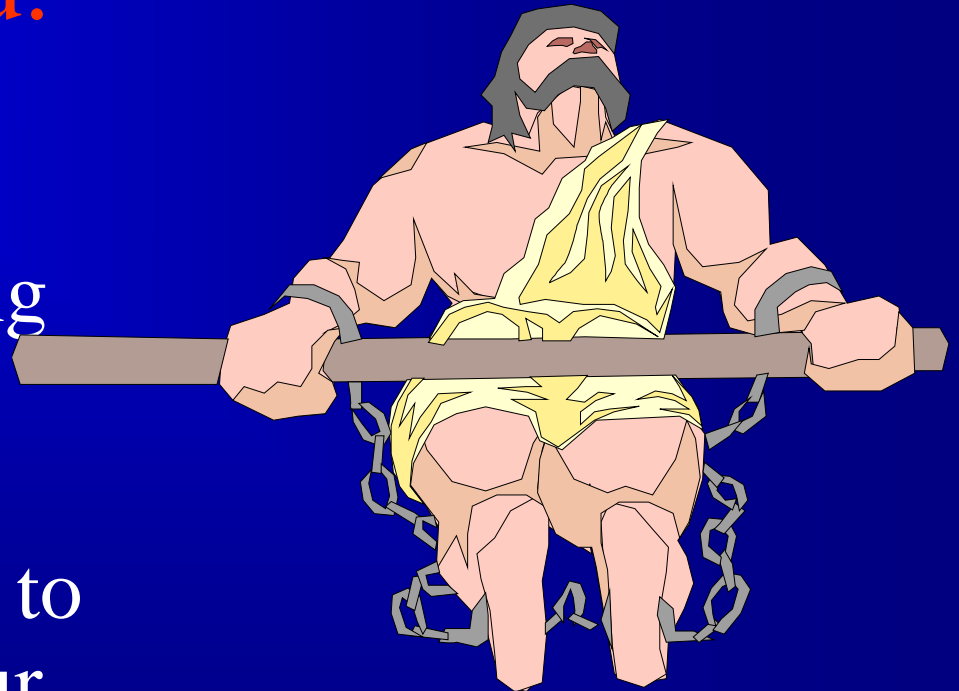
- ☞ Leadership is not derived from being the one with all the answers but rather it springs from their ability to listen to those who have answers and:
 - To then give expression to the corporate reality.
 - To paint a picture of the corporate goals of the church.
 - To project a vision.

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Verse 25



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