



Leadership NOTES

Servant Leadership Begins With Personal Accountability

The study of servant leadership is an emerging body of research, explored and practiced in an increasing number of organizations across society. Corporate executives, hospital CEOs, school leaders, and leaders of other non-profits are realizing that healthy organizations are about people, and how well we empower and equip them to grow into their full potential. But the critical piece in this “others” model is the ability of the leader to effectively lead self. Without this look in the mirror, followed by accountability and healthy change, then the servant leading can fall short—as “followers” are sometimes not sure if we are authentic.

If we dare to probe deeper, the potential to become more fulfilled and authentic along this journey of “leading” is vast. The risk is great, as we uncover the masks and take a look inside. But the rewards can be life changing—for us, and those around us who we influence. Who is this person who is me? The person my family sees? The person my work colleagues see? The person my community sees?

Servant Leadership Inventory (Rate 1 to 10 on each item, with 10 being high, and 1 being much room to grow)

In my daily routine, I consistently practice:

- A focus on others.
- Unselfish commitment to the health and welfare of the organization (home, civic, work).
- Balance in personal life and devoted attention to healthy relationships, including spiritual health.
- Attention to the ‘long view’. (How being a servant leadership-driven organization protects and grows the future).
- Impeccable attention to ‘character’. (Doing the right things, at the right times, for the right reasons). What is my ‘ethics’ IQ?
- Unselfish love and grace in meeting the varying needs of my spouse and children (and other family members).

- Assisting in some way in the welfare of the less fortunate in the community.
- Adding to the positive culture of the workplace by providing friendship and support to all colleagues and supervisors.
- Relentless pursuit of personal renewal, including giving up that which is robbing me of 'soul'.
- Increased courage in addressing injustice, and advocating for higher standards— whatever this may involve—whether personal, corporate, community, regional or national issues.

Life Plan

Family, others, community, career and personal ambitions:

- Today, what will I do to make or keep my "inner self" life strong?
- Today, what will I do to make or keep my family front and center? For spouse? For kids?
- Today, what will I do to make or keep all relationships authentic and fruitful?
- This week, what will I do to be the right type of leader in my community?
- This month, what will I do to contribute to my career in productive and unselfish ways?
- This month, what will I do to nurture my inherent need for creating rich family memories, and the cultivation of healthy hobbies and creative/artistic endeavors? What will I let go of to make room for these non-negotiables?
- This week, what time slot will I set aside for working the plan above on an organizer of some kind?

By simply adhering to the personal discipline to keep a journal, calendar, chart, or other tool of some kind that will hold us accountable to working on the core values of serving listed above, you and I can begin immediately in becoming more fully aligned with the authentic servant leader that is within each of us, and who we are called to be.

Dr. Joseph 'Rocky' Wallace

Asbury University

Rocky.Wallace@asbury.edu

Many thanks to Dr. Joseph "Rocky" Wallace, Asbury University, Wilmore KY, for granting us permission to publish this article in Leadership Notes. It is an abbreviated version of a longer piece Rocky wrote earlier this fall. I've known Dr. Wallace for many years and have found him to have a particular gift for seeing and expressing the affective, human, and spiritual nature of education leadership. I know you'll enjoy, and be challenged by, this Leadership Note--- Mike Rutherford