

TTI SUCCESS INSIGHTS®

CONVERGE

On the Road

The Leader Paradox

**Building Successful Teams and Helping
Organizations Through Serving and Influence**

Presented by: **Jeremy Graves, Price Associates**

About Me



Stephanie Graves



Stephanie, Jordan, & Taylor



Taylor Graves
Freshman Boise State



Jordan Graves
2023 BSU Graduate
Education Major



Director Professional & Continuing Education
Boise State University



Professor of Leadership
Boise State University

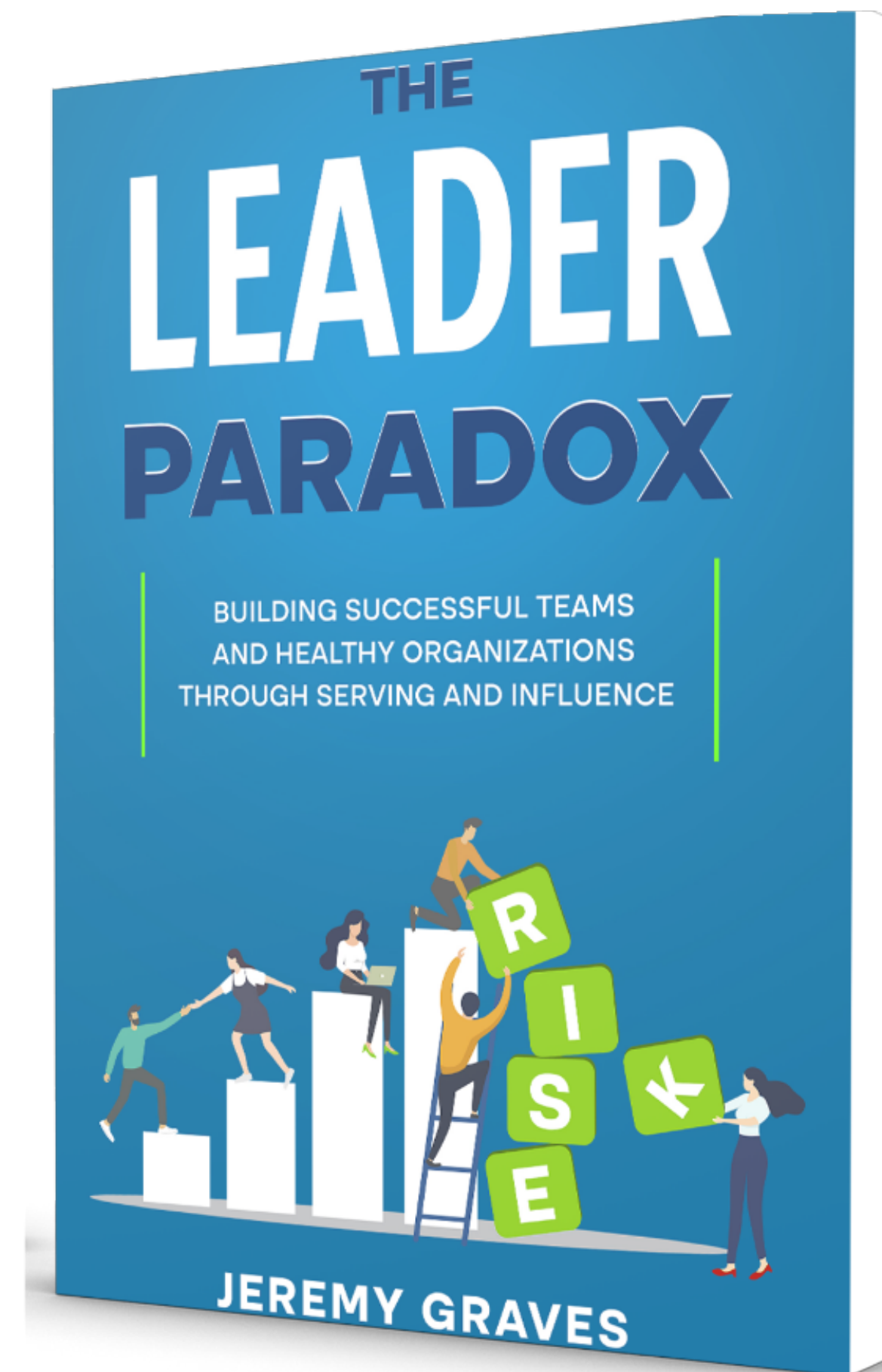


Author/Keynote Speaker



Doctorate In Transformational Leadership





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REVOLUTIONARY LEADERSHIP PRACTICES

This is a great book for new leaders to get their start in the right way. This is the perfect book for advanced leaders to pursue either a retrofit in their leadership style, or provide clarity, next steps and confirmation of what they have already come to understand about servant leadership.

Dr. Brad Smith
President
Bakke Graduate University

In this book, Dr. Graves brings to light the importance of mindset and the value of putting people first... I look forward to sharing this book with my students that are beginning their leadership journey and with those who have been at it for a while.

Mario Pile
Director of the Black/African American Cultural Center
University of Idaho

In *The Leader Paradox*, Dr. Jeremy Graves turns traditional leadership paradigms in business upside down with his seven pillars of servant leadership. These pillars include putting Others First, Being a Collaborator, and Leading with the Future in Mind.

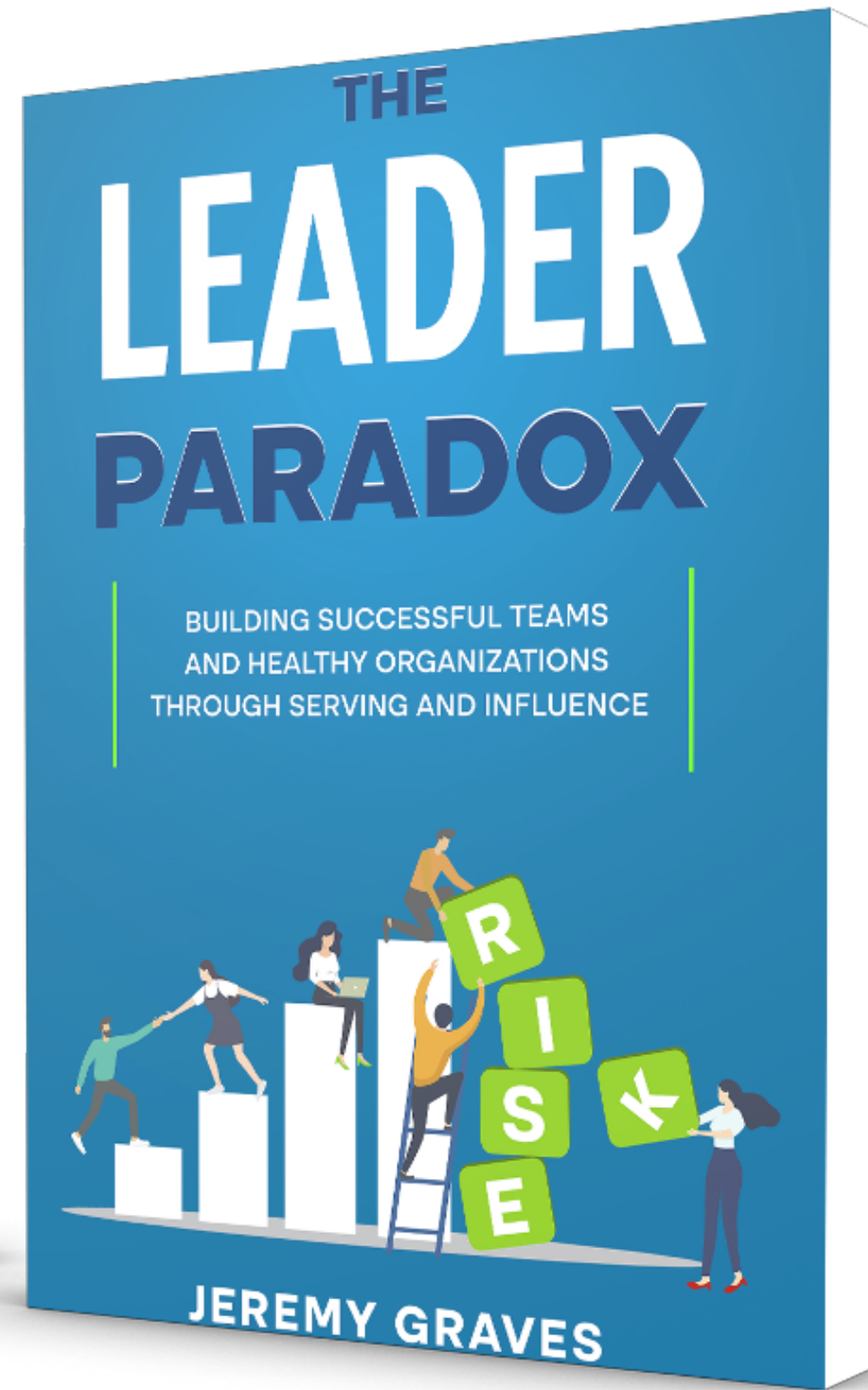
Dr. Graves capitalizes on his training in Transformational Leadership and over twenty-five years of leadership experience in the classroom and in life and business to offer organizational leaders an alternative to effectively leading their teams.

In this book, you will discover:

- Practical ways to serve and build healthy teams in your organization.
- How to create a culture that puts people first.
- Testimonials of leaders who are currently applying the seven pillars across different sectors.

This book will not only revolutionize the way you lead but also give you life-long principles for effective living.

Dr. Jeremy Graves is an author, educator, leadership coach, and director of professional and continuing education with the division of extended studies at Boise State University. He teaches leadership classes in the LEAD program and works with organizations around strategy, culture, and Generational Synchronicity. His greatest passion is working with multi-generational teams. Dr. Graves is married to his best friend, Stephanie, and they have two boys.

THE LEADER PARADOX

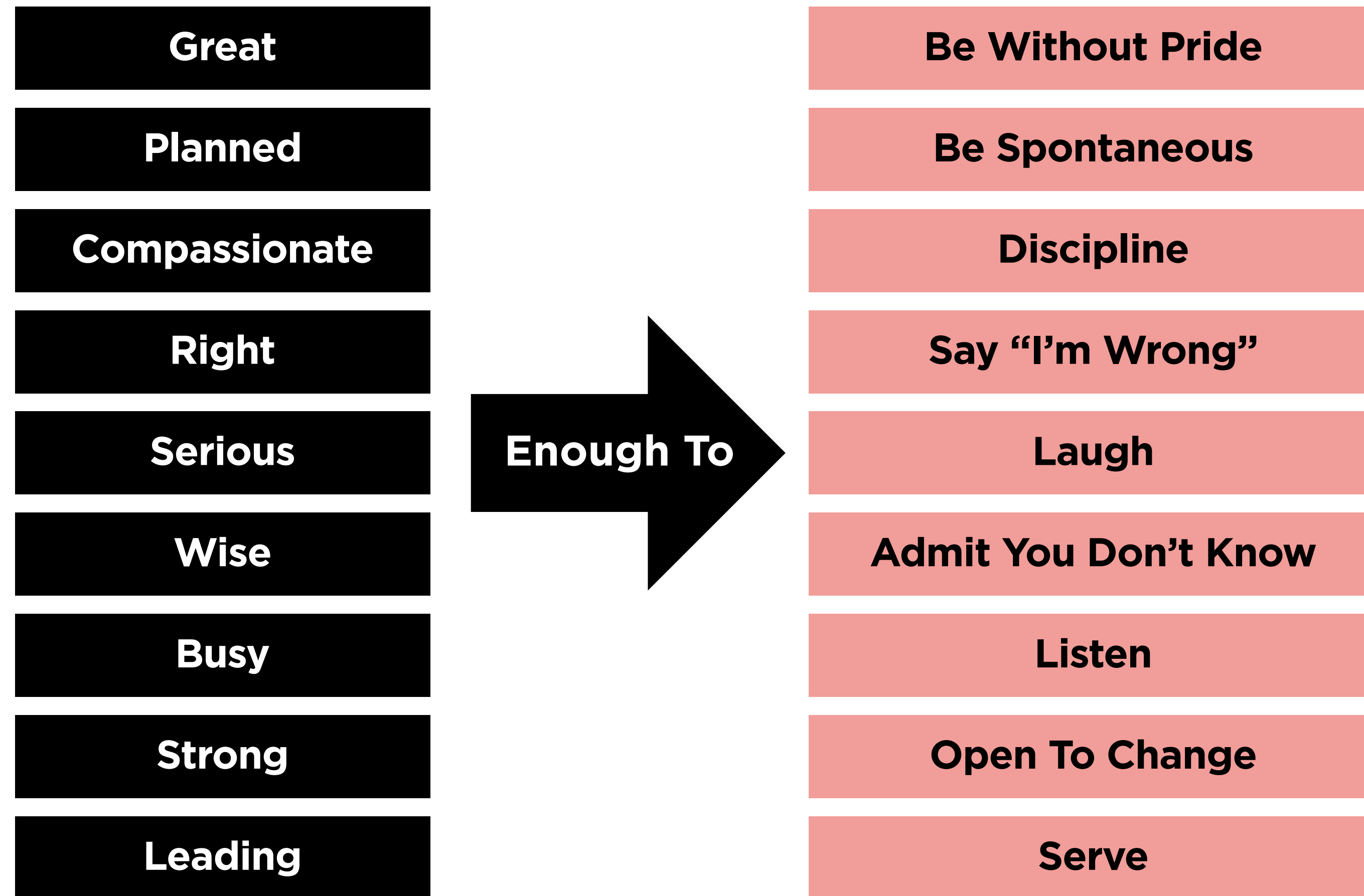
JEREMY GRAVES



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Paradoxes

Servant Leadership, itself a paradox, requires a constant balance ...



How's Your Serve?



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Find Your Name

Jeremy Graves



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A Servant Leader

“Everybody can be great.....because anybody can serve. You don't need a college degree to serve. You only need a heart full of grace. And a soul generated by love.”
— Martin Luther King, Jr.

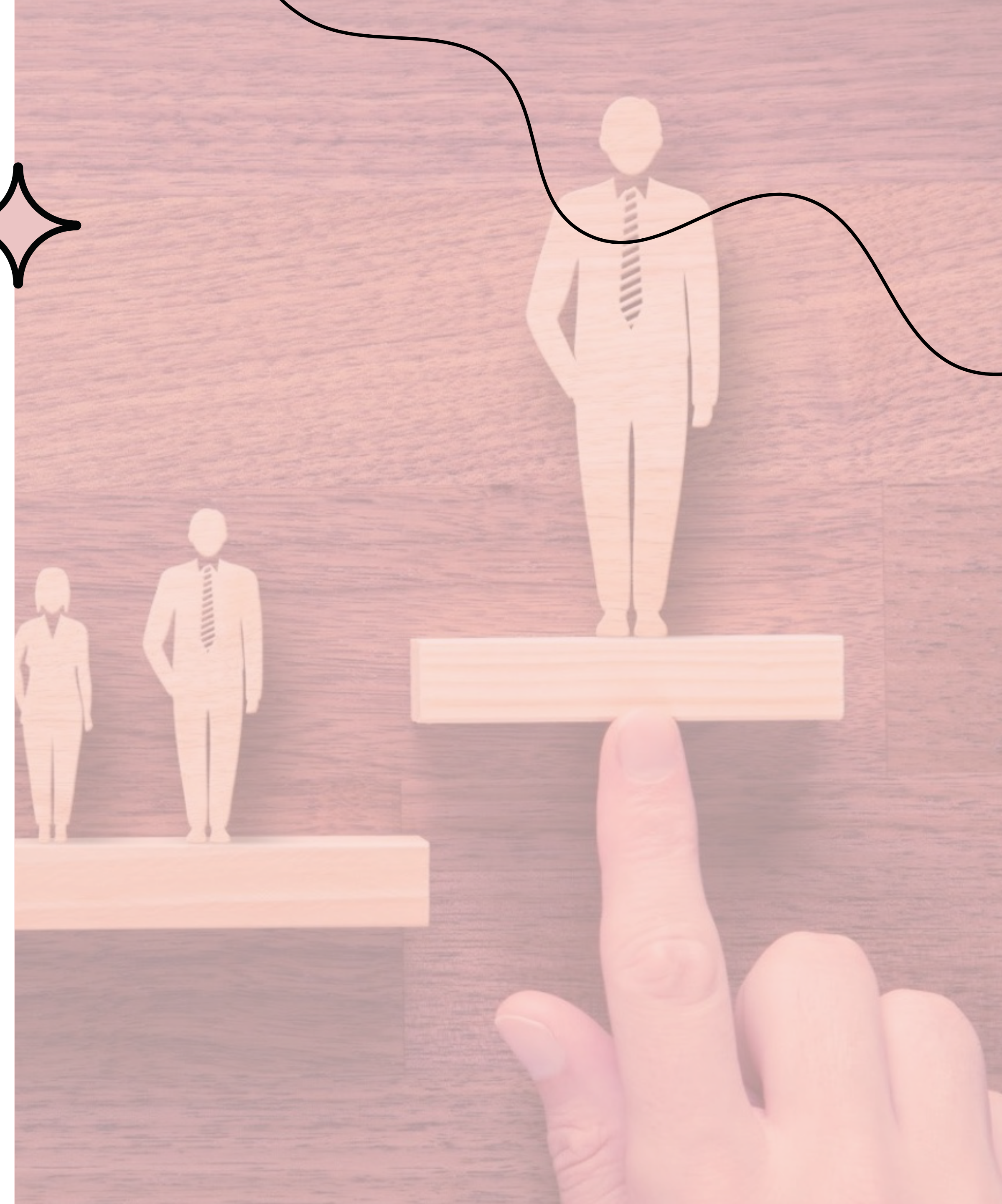
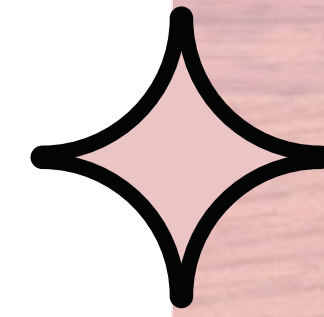
Leadership is not about **CONTROLLING** people; it's about **CARING** for people.



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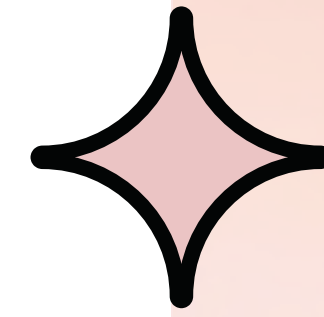


Leadership is not about being a boss; Its about being present with people and building community in the workplace.



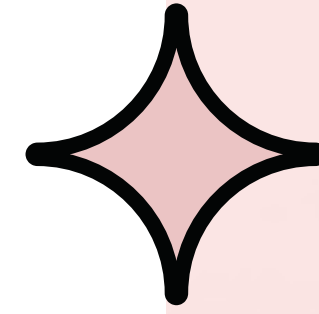
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Leadership is not about
Holding onto territory; **it's about
letting go of ego.**



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Leadership is less concerned with pep talks and more concerned with creating a place in which people can do **good work, find meaning in their work and bring their whole self to work**



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“Be Yourself, everyone else is already taken”



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Egocentric Leaders ...

...Leave A Mess



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Charismatic Leaders ...

...Leave A Hole



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Servant Leaders ...

...Leave A Legacy



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What Is Servant Leadership?



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Servant Leadership Defined

It's a conscious choice to serve first —
to place the good of the followers over
the leader's self-interests



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My Servant Leadership Definition

Serving the whole person, the whole team, and the whole organization in such a way that people, teams, and organizations move toward becoming the best version of themselves.



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Servant Leadership is a paradox

It is both service and influence

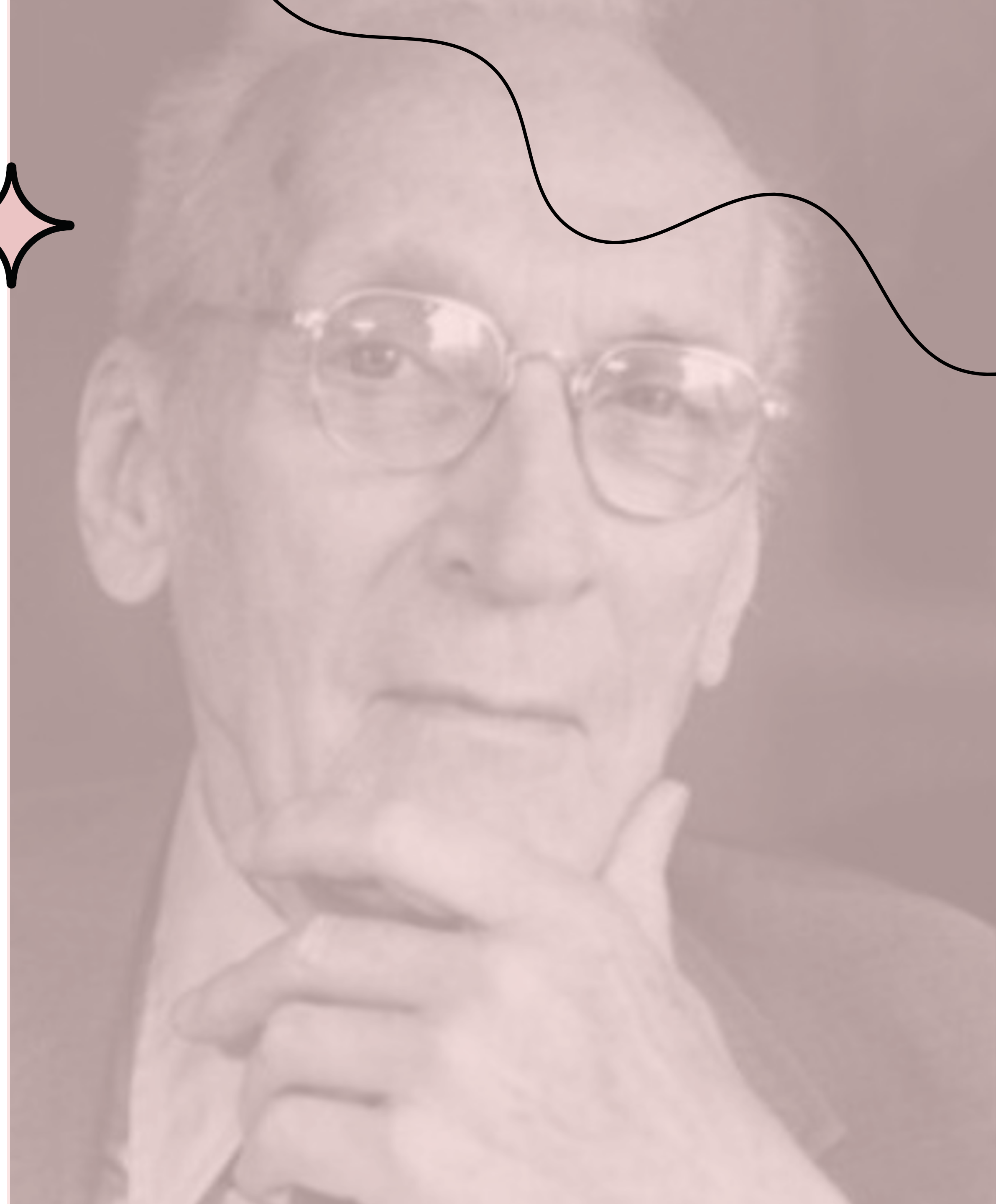
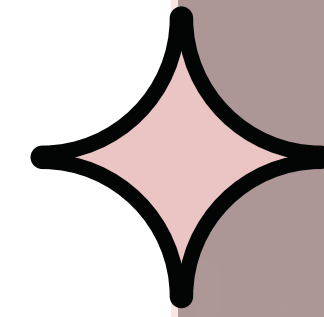


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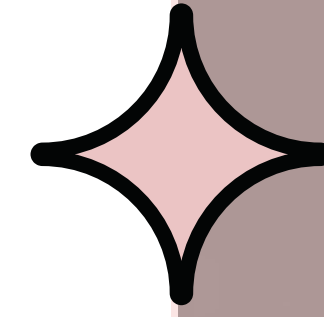


“The servant leader is servant first... It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice bring one to aspire to lead. That person is sharply different from one who is leader first...”

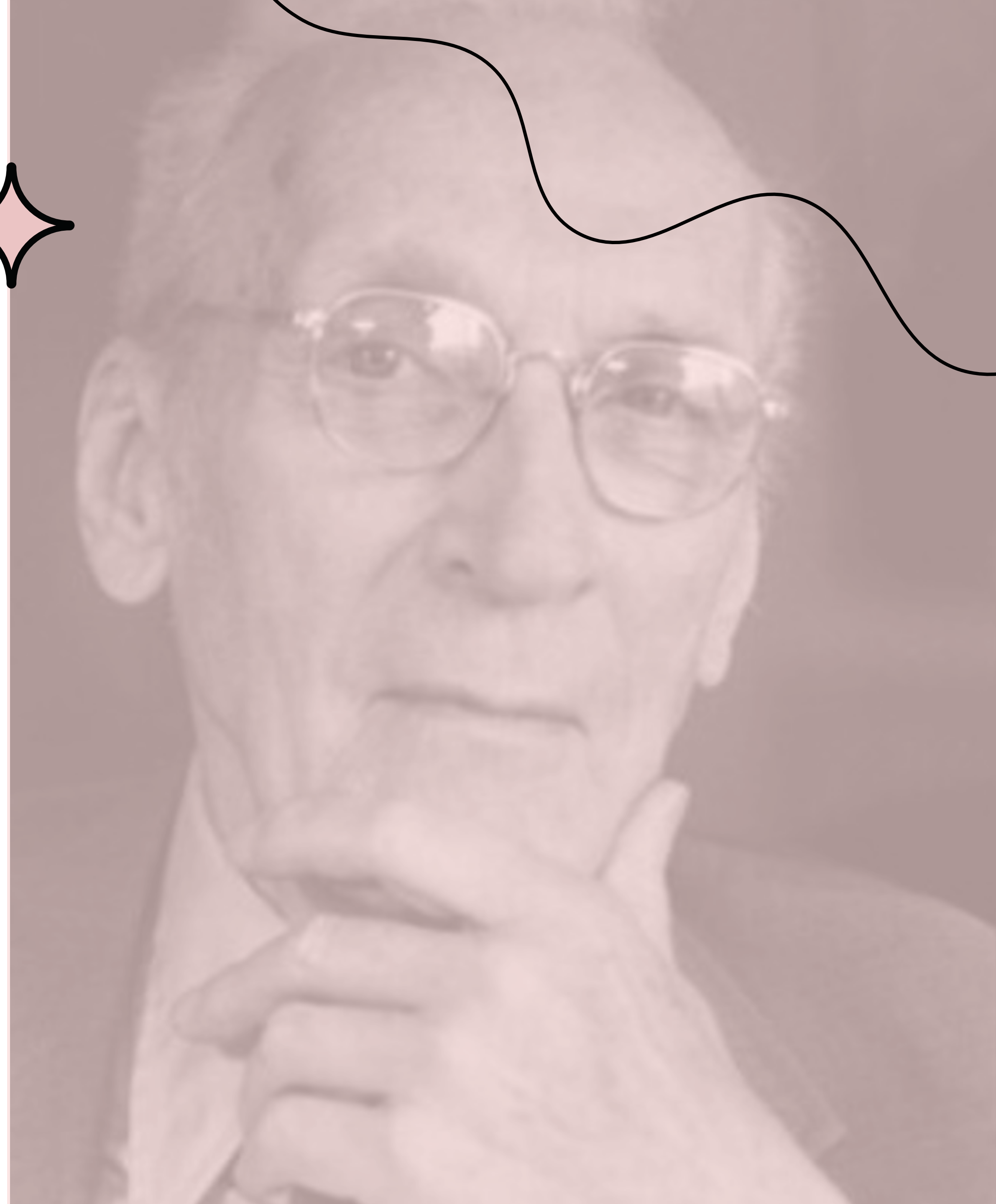
—**Robert K. Greenleaf**



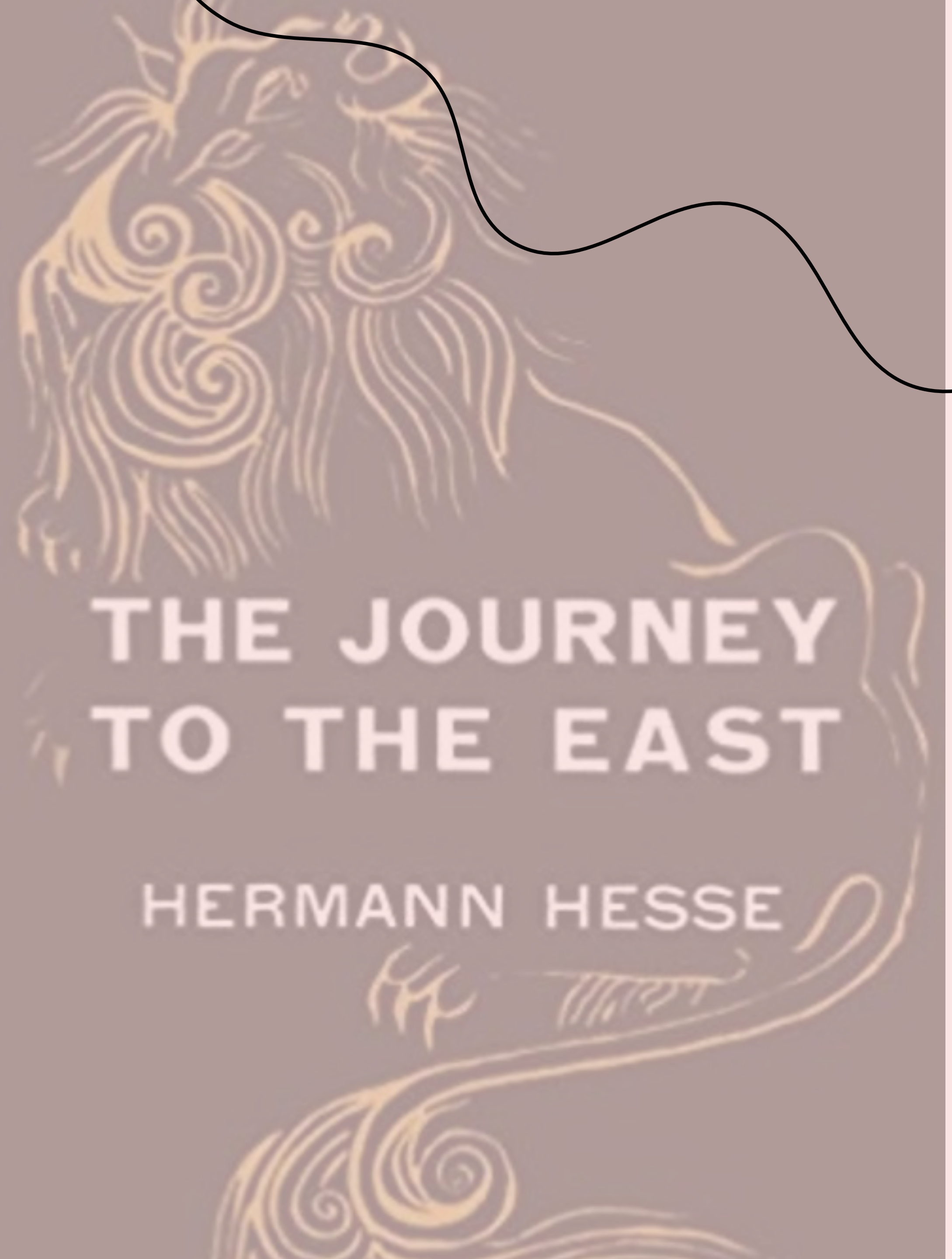
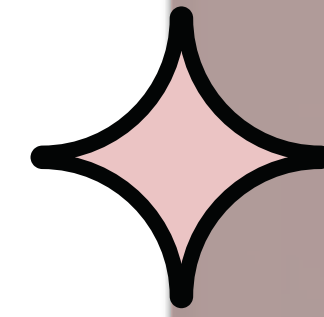
Robert Greenleaf



- ATT Executive
- Believed that authoritarian leadership was ineffective
- Created the Greenleaf Institute in 1964
- Book: *Servant Leadership: A Journey Into Legitimate Power and Greatness*



The selfless servant in a group has extraordinary impact on other members.



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The Servant Leader Organization



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The Servant Leader Organization



The People
We Serve

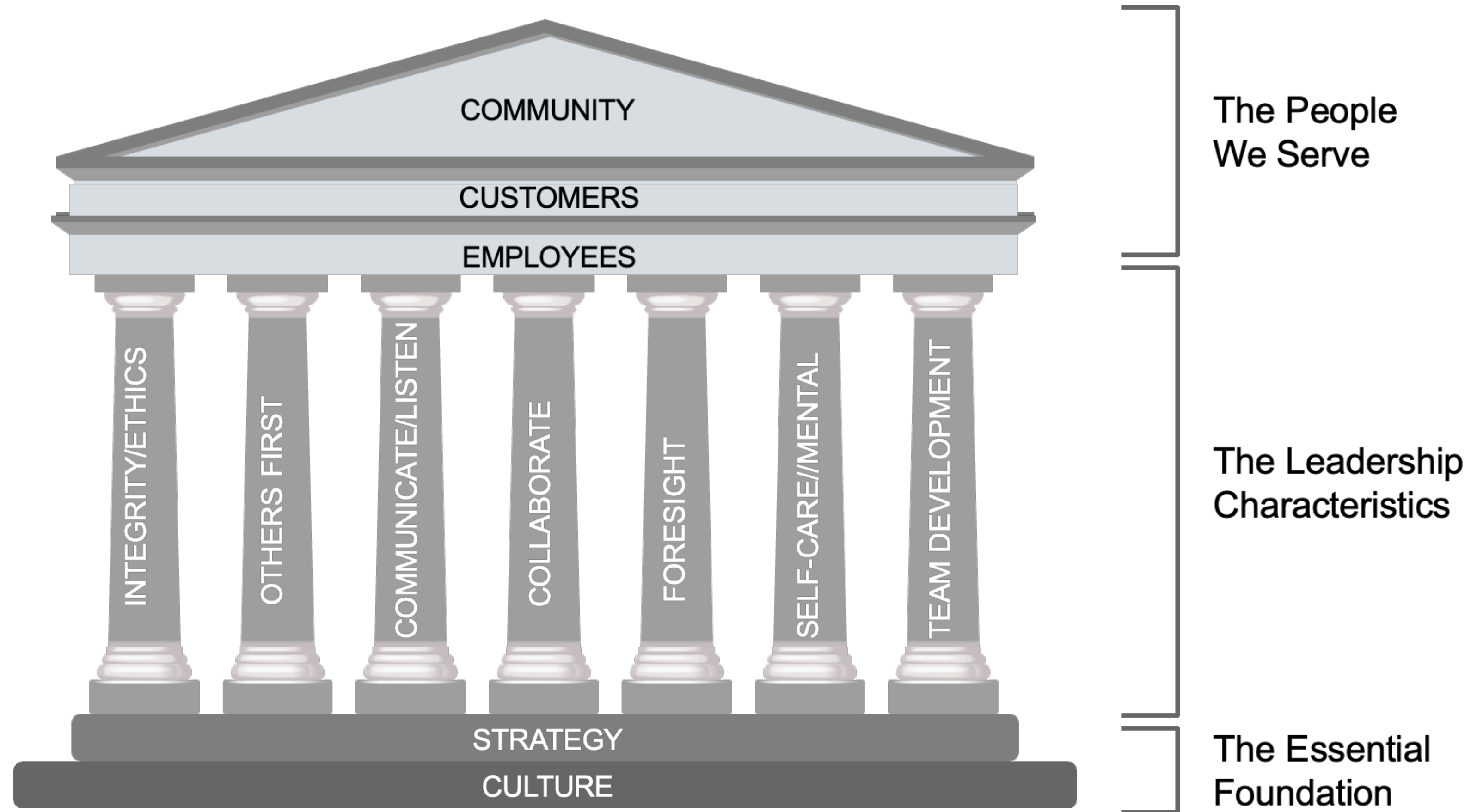
The Leadership
Characteristics

The Essential
Foundation

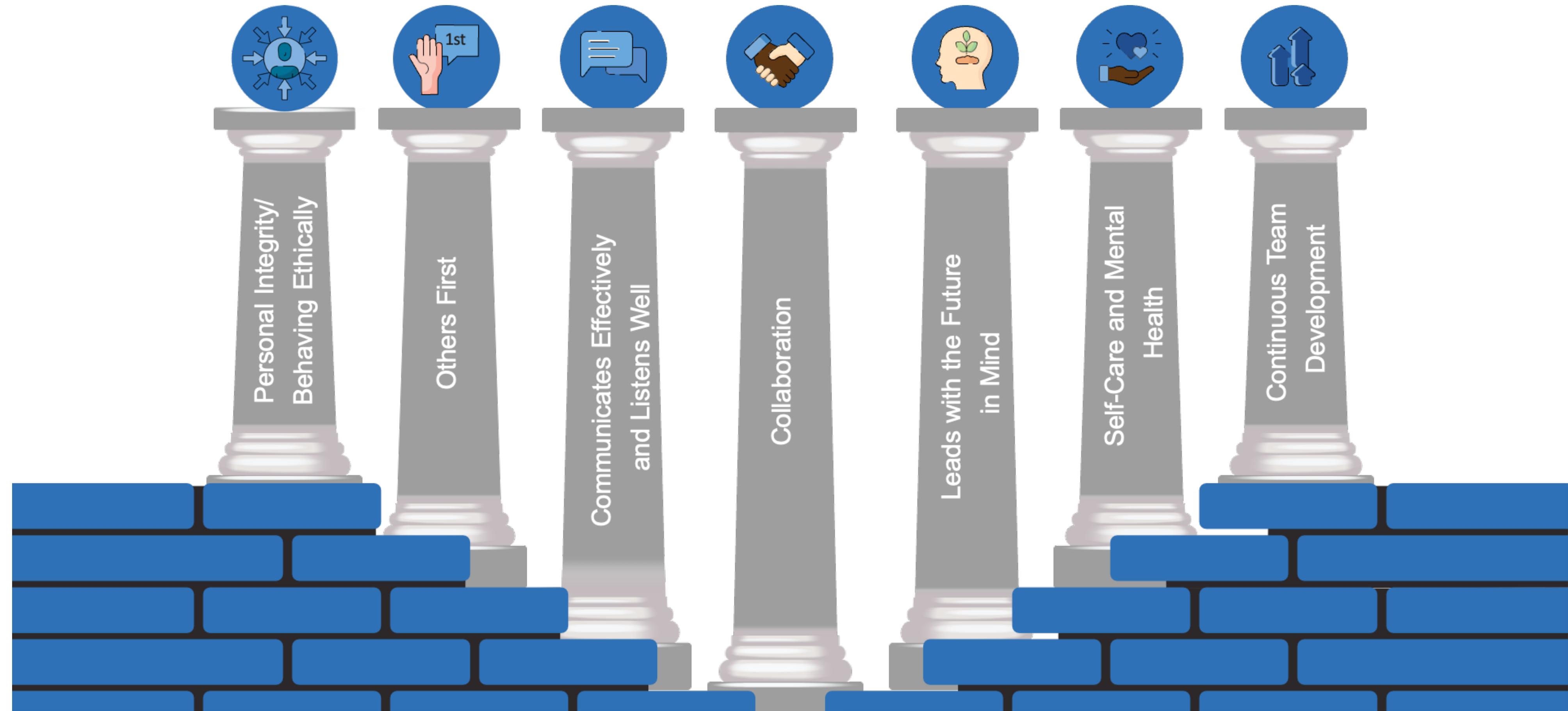


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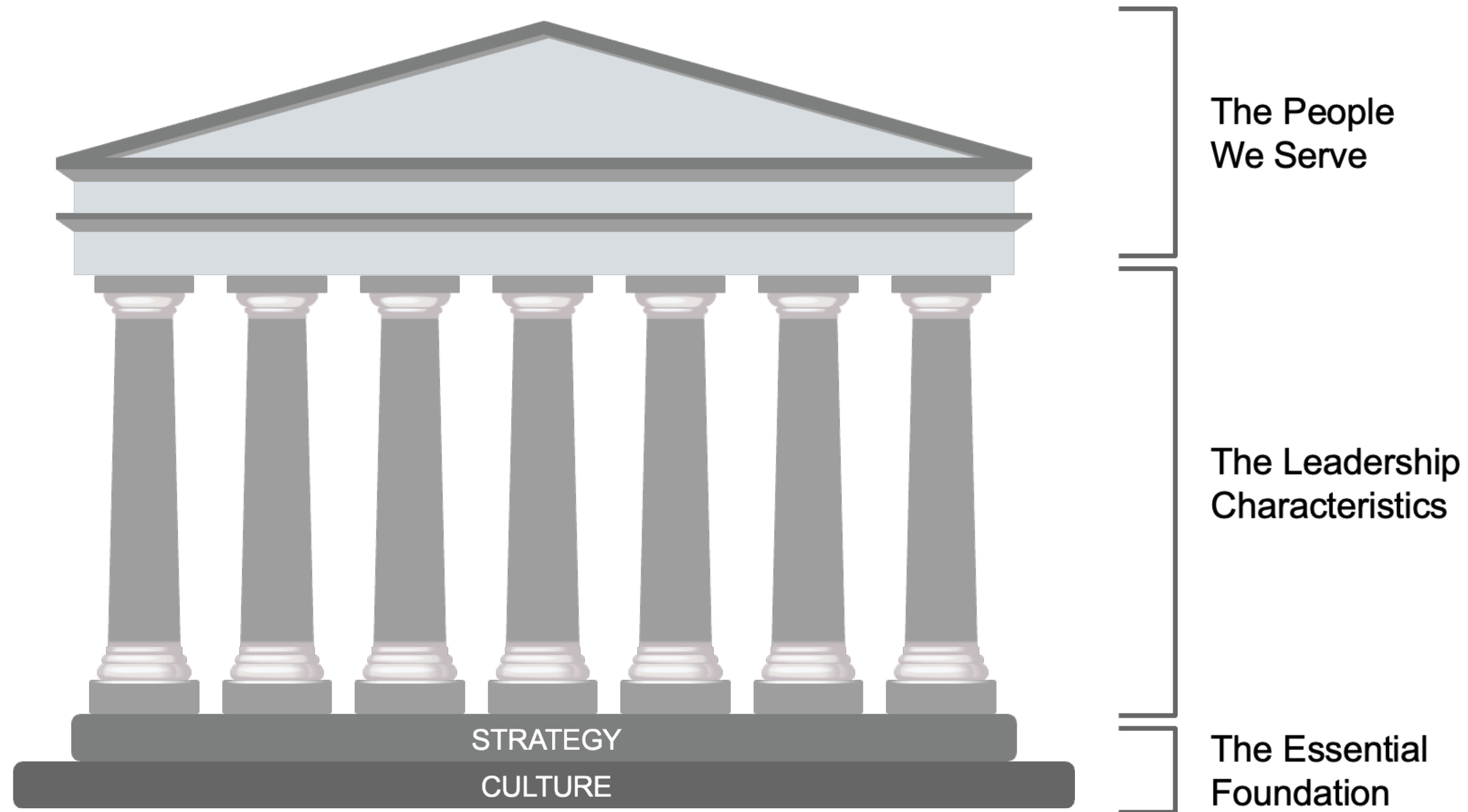
The Servant Leader Organization



The Seven Pillars of Servant Leadership



The Servant Leader Organization



What Is Culture?

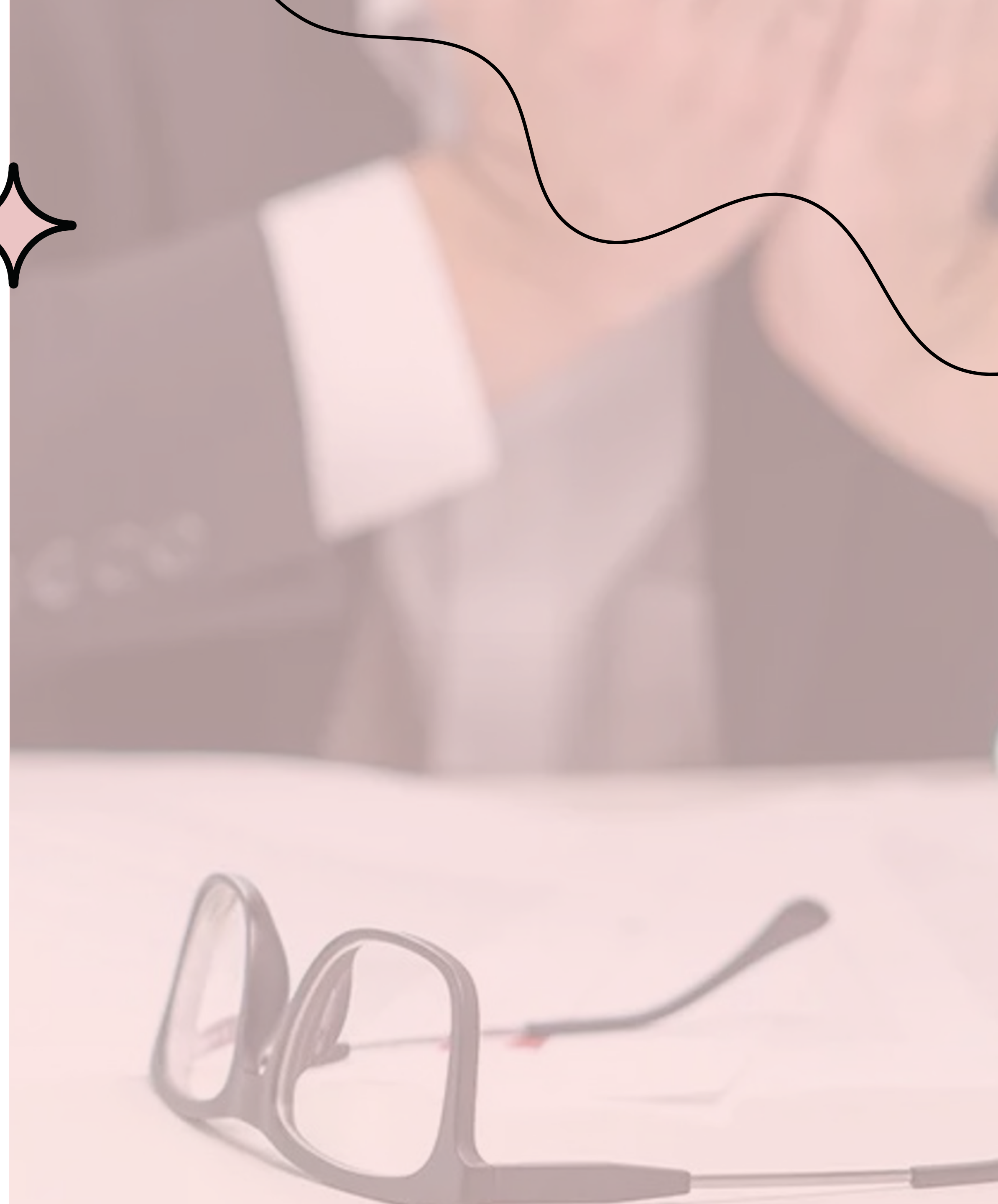
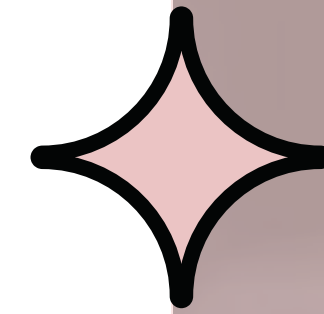


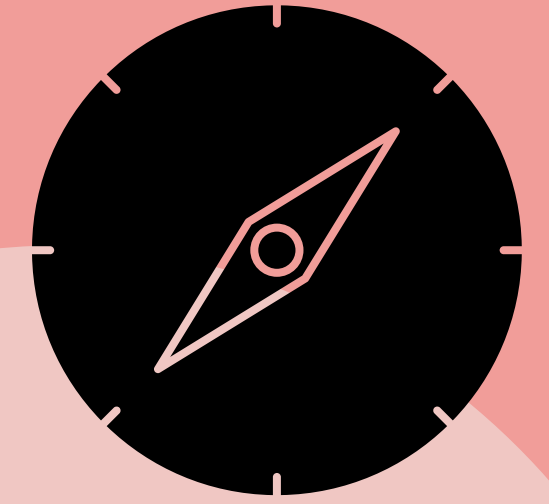
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Culture is how employees'
hearts and stomachs feel
Sunday night about
Monday morning



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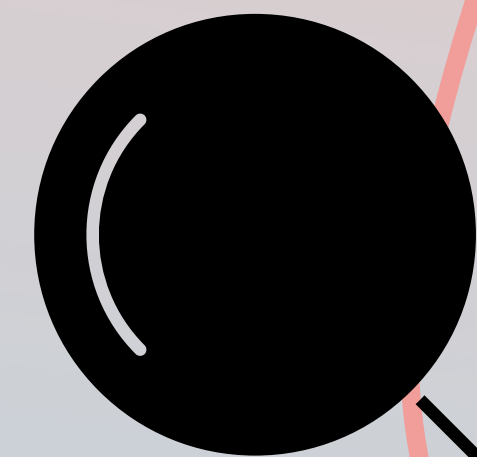




**Values + Behaviors
= Culture**



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What Is Your Culture?



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Types of Culture

Stated Culture



Types of Culture

Shadow Culture



Types of Culture

Squirrel Culture



Types of Culture

Zombie Culture



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Types of Culture

Toxic Culture

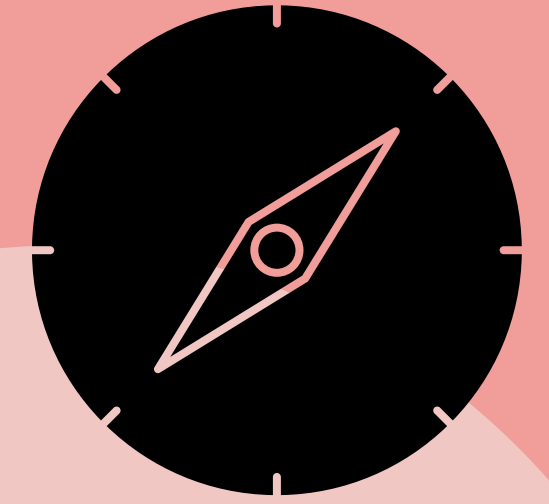


Types of Culture

Healthy Culture



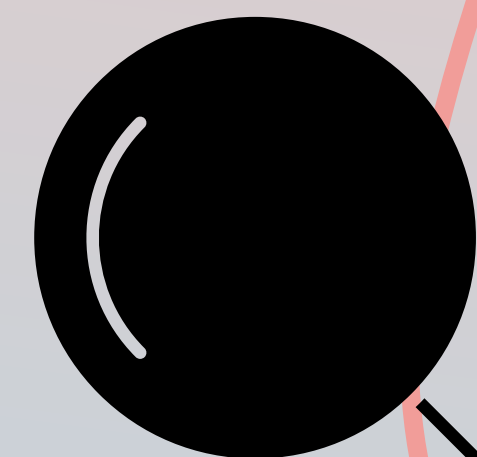
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**Values + Behaviors +
Practices = Culture**



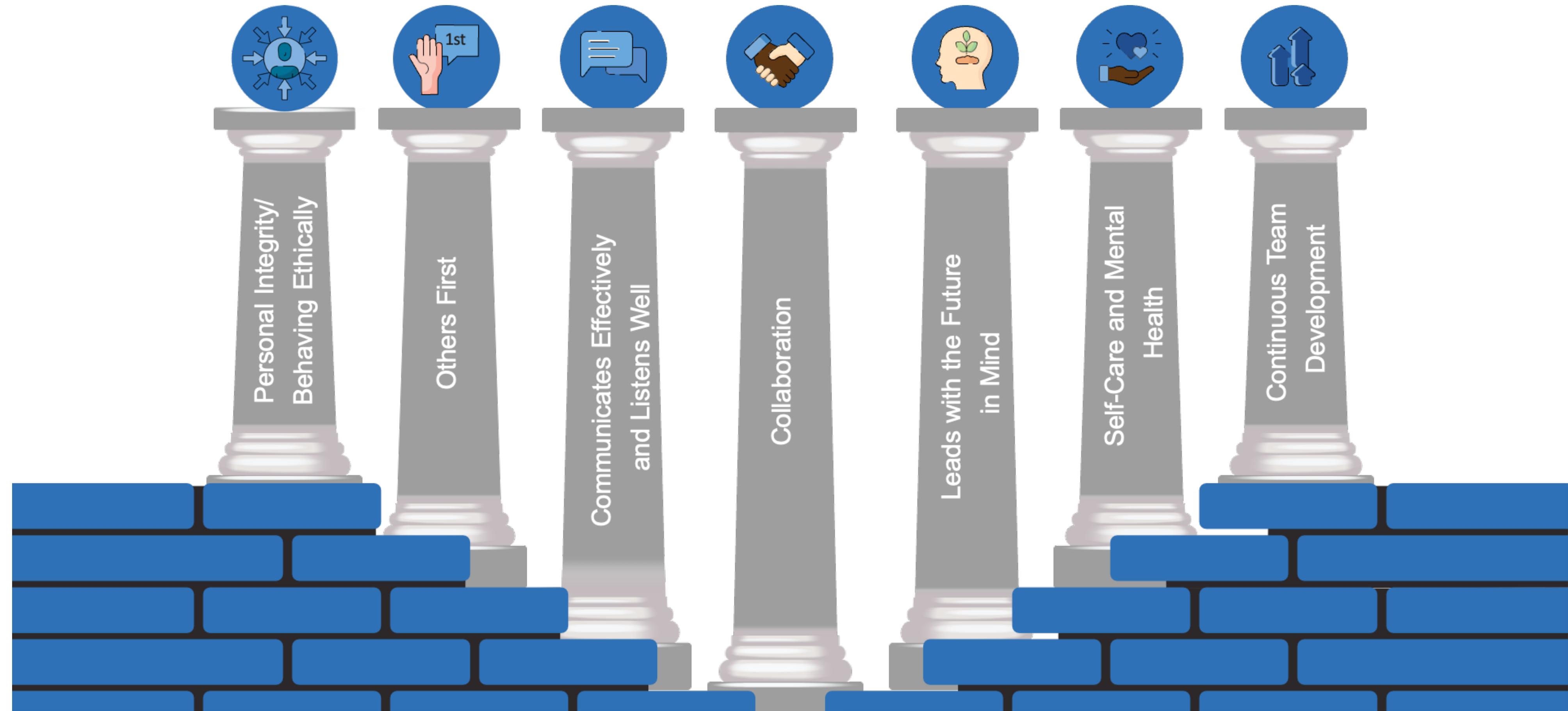
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Mission/Vision Values



The Seven Pillars of Servant Leadership



Continuous Team Development

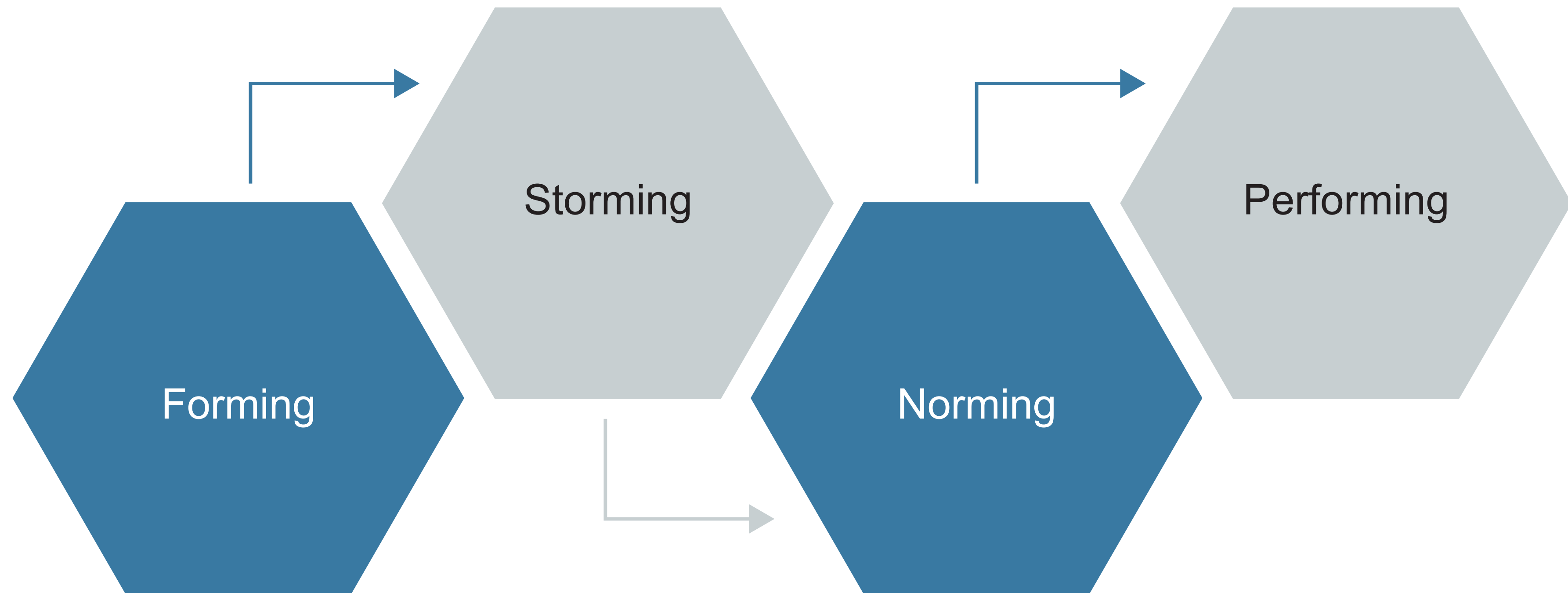


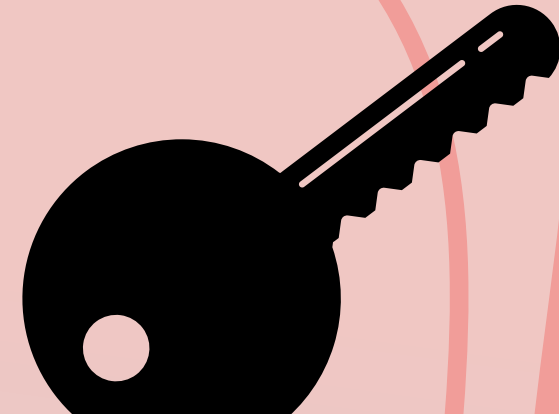
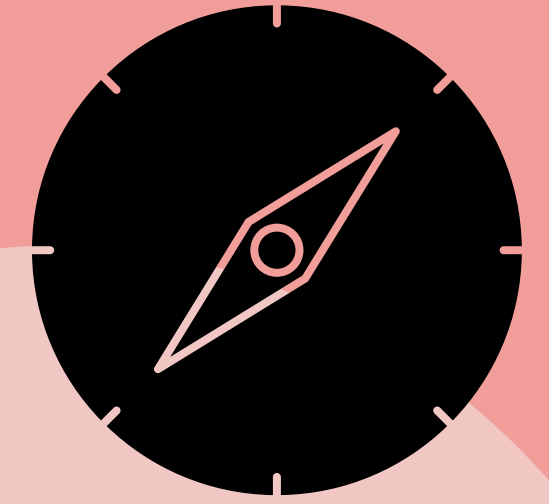
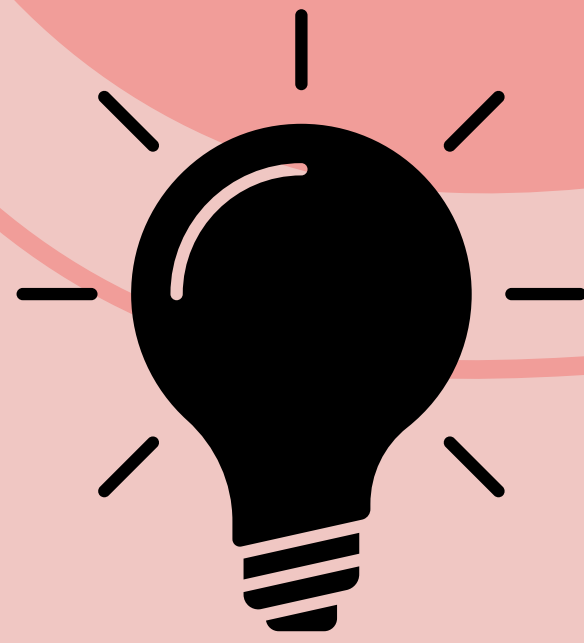
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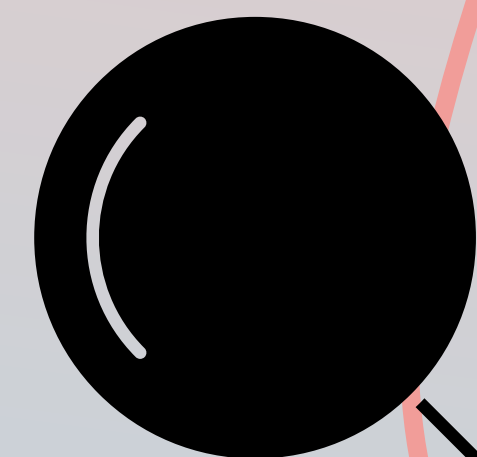
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Let's experience the four stages





TEAMWORK



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Training Cannot Be a One and Done

What Are the Dangers of a One and Done Training?



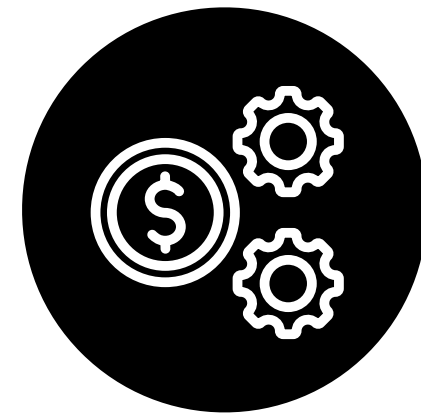
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What Keeps You From Continuous Team Development?



Time Constraints

Business owners may feel that they simply don't have enough time to focus on team development initiatives, as they have many other responsibilities that demand their attention.



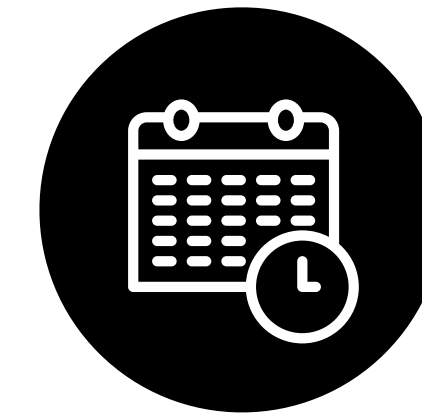
Cost

Developing teams requires resources, including money, time, and effort. Business owners may feel that investing in team development is not financially feasible or that they simply can't justify the expense.



Lack of Awareness

Some business owners may not fully understand the benefits of continuous team development or may not be aware of the various programs and initiatives available to support it.



Overemphasis on Short-term Goals

Business owners may be so focused on achieving short-term goals, such as meeting revenue targets or launching new products, that they neglect the longer-term benefits of team development.

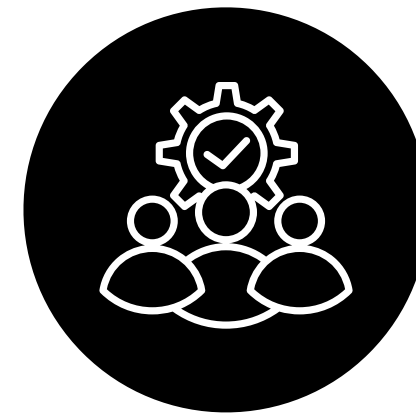


What Keeps You From Continuous Team Development?



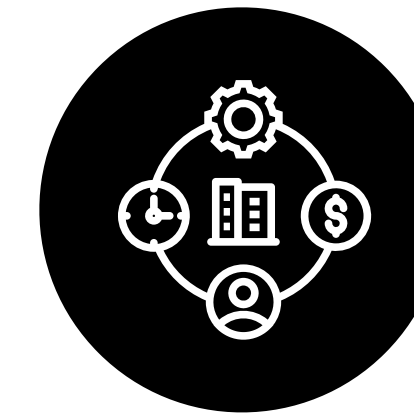
Resistance to Change

Some business owners may be resistant to change and may feel that investing in team development is not necessary or that it will disrupt the status quo.



Lack of Leadership Buy-In

Team development initiatives require leadership buy-in and support in order to be successful. If business owners themselves are not committed to the development of their teams, it is unlikely that team members will be motivated to participate.



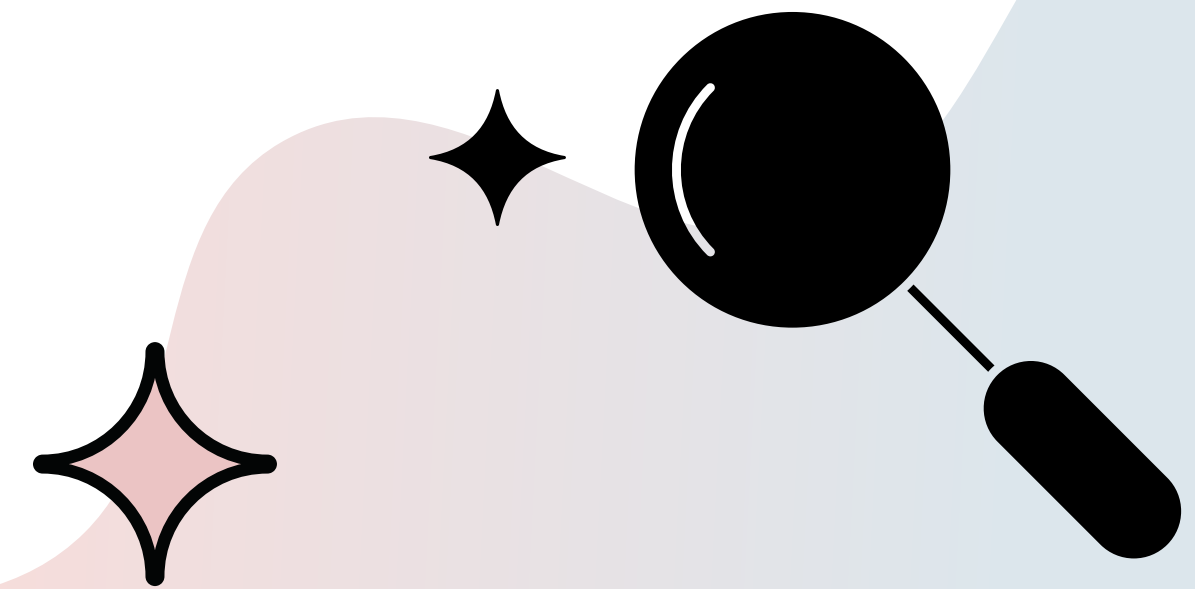
Lack of Resources

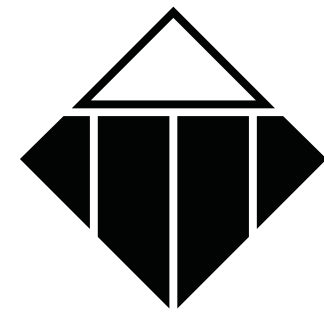
Smaller businesses or startups may not have the resources, such as a dedicated HR team or internal trainers, to support ongoing team development



Companies That Practice Servant Leadership

- Openness and fairness
- Camaraderie and friendliness
- Opportunities
- Pride in work and company
- Pay and benefits
- Security





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Thank you!