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On the Road

The Leader Paradox

Building Successful Teams and Helping Organizations Through Serving and Influence

Presented by: Jeremy Graves, Price Associates

About Me

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Author/Keynote Speaker

Doctorate In Transformational Leadership

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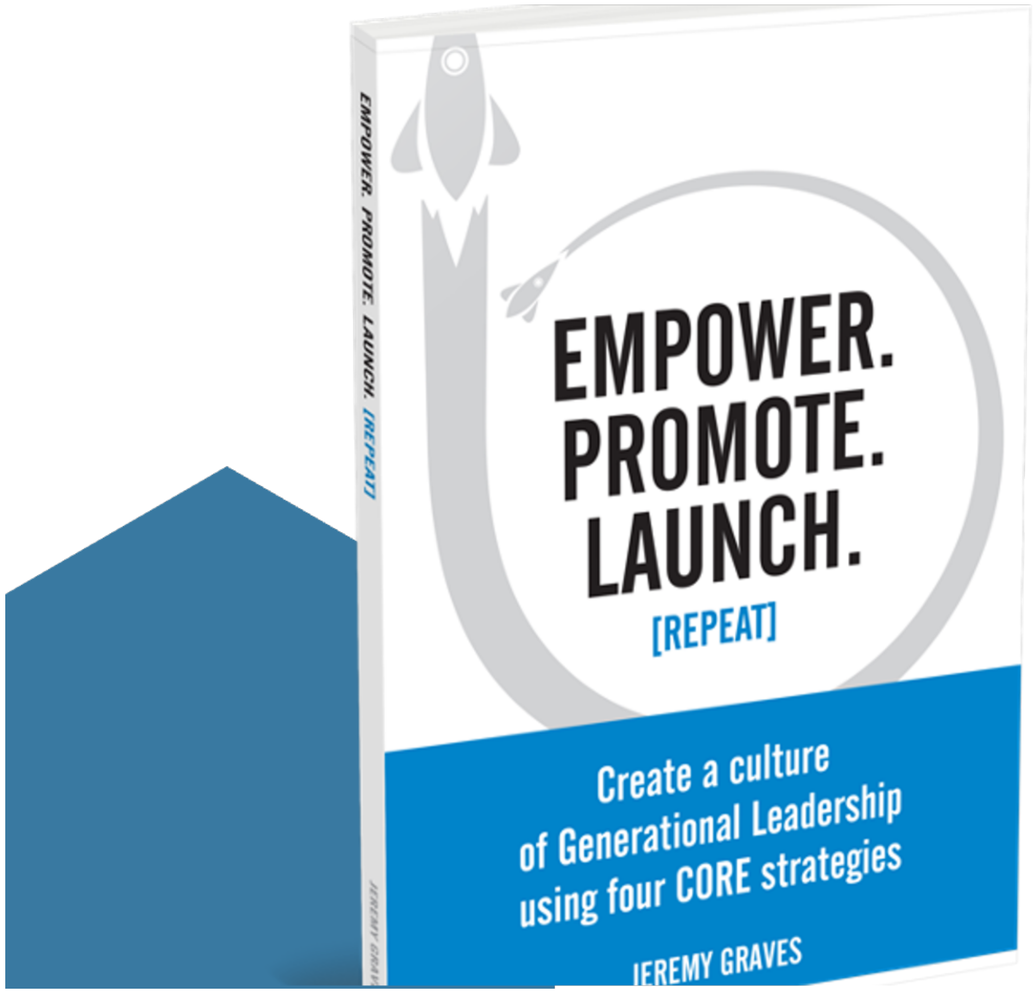

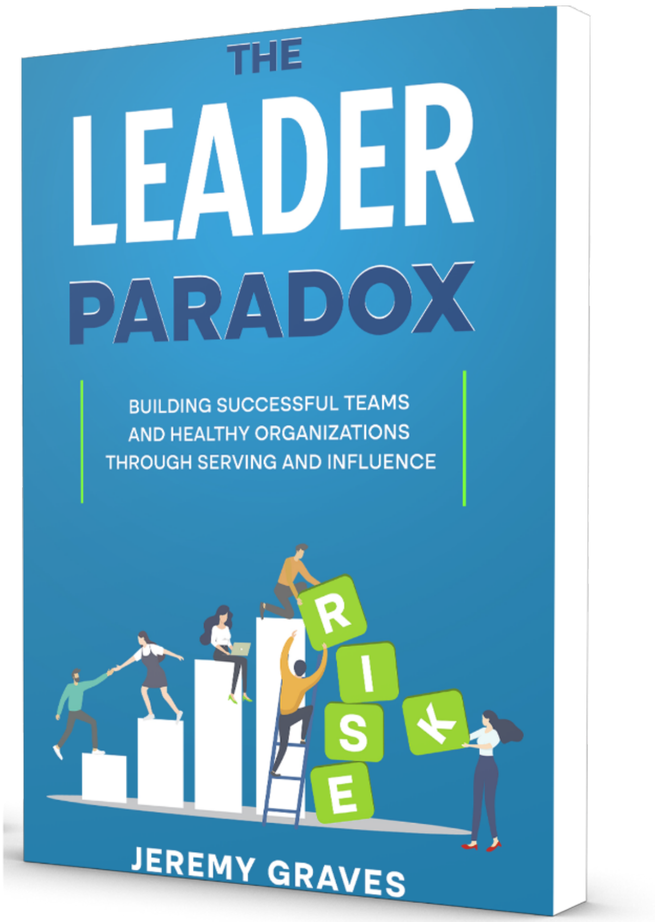

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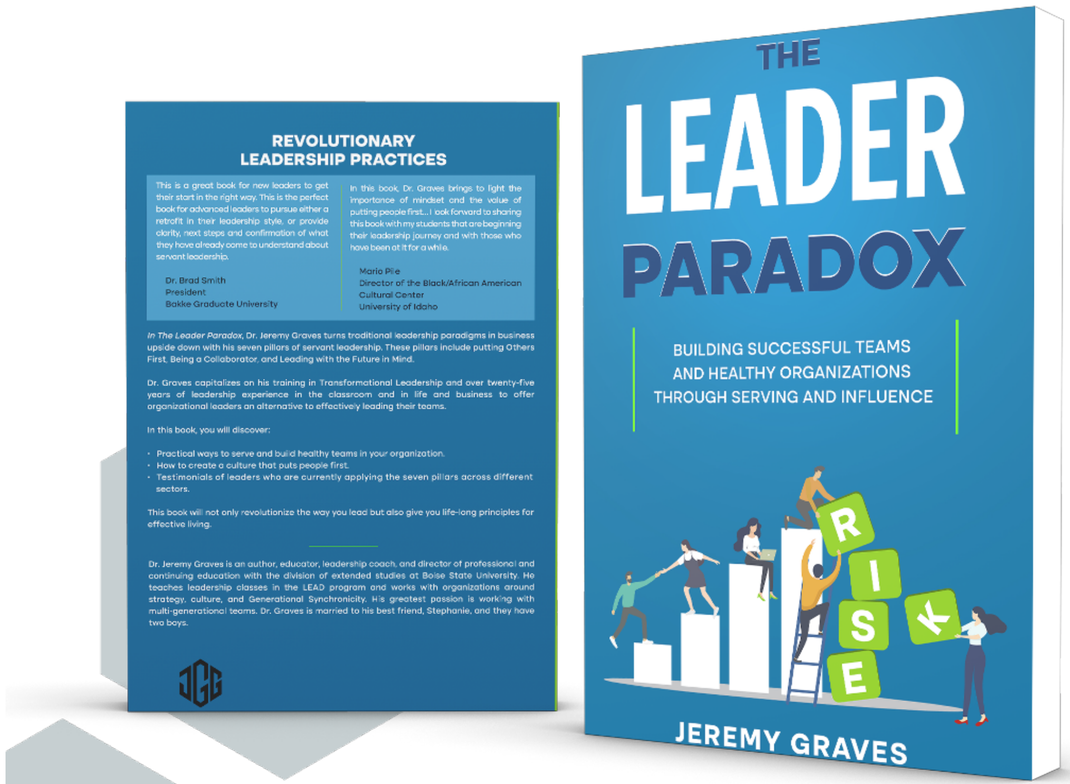

THE LEADER PARADOX

JEREMY GRAVES

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Paradoxes

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

Great	Enough To	Be Without Pride
Planned		Be Spontaneous
Compassionate		Discipline
Right		Say “I’m Wrong”
Serious		Laugh
Wise		Admit You Don’t Know
Busy		Listen
Strong		Open To Change
Leading		Serve

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How’s Your Serve?

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Find Your Name

Jeremy Graves

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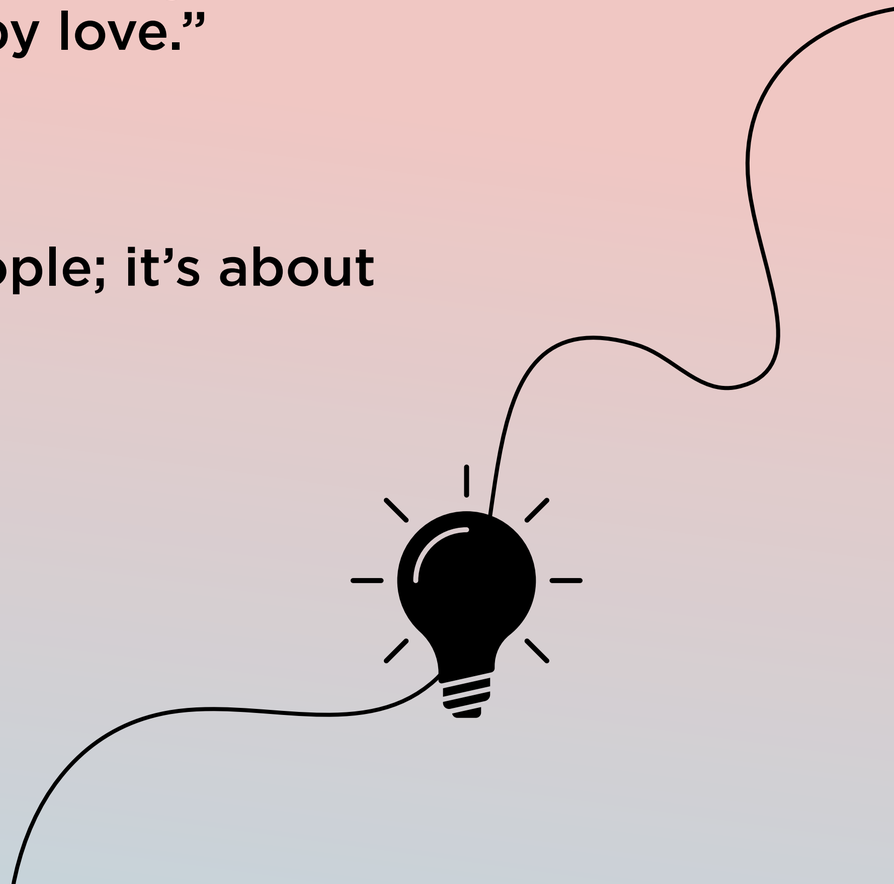
A Servant Leader

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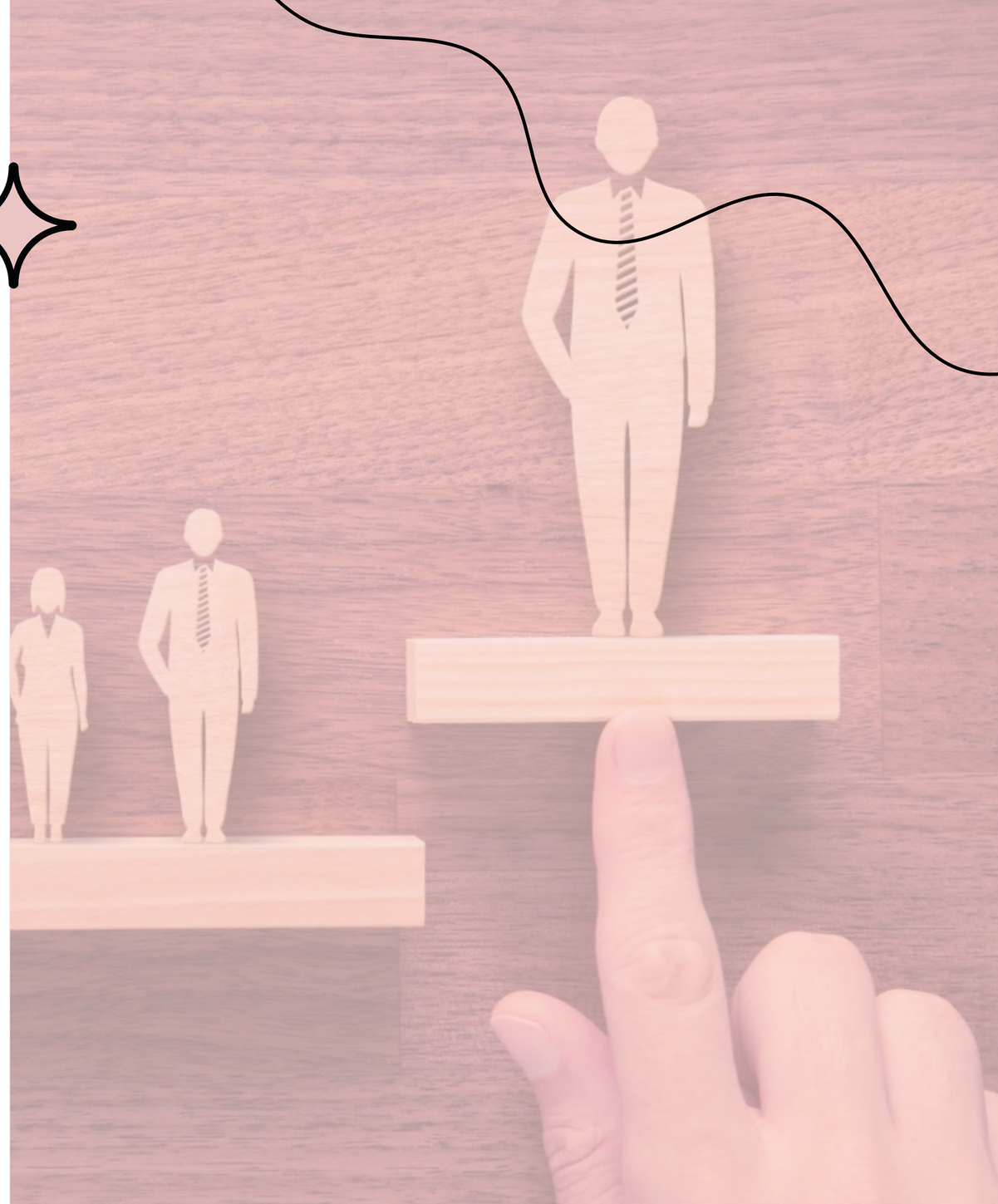
Leadership is not about being a boss; Its about being present with people and building community in the workplace.



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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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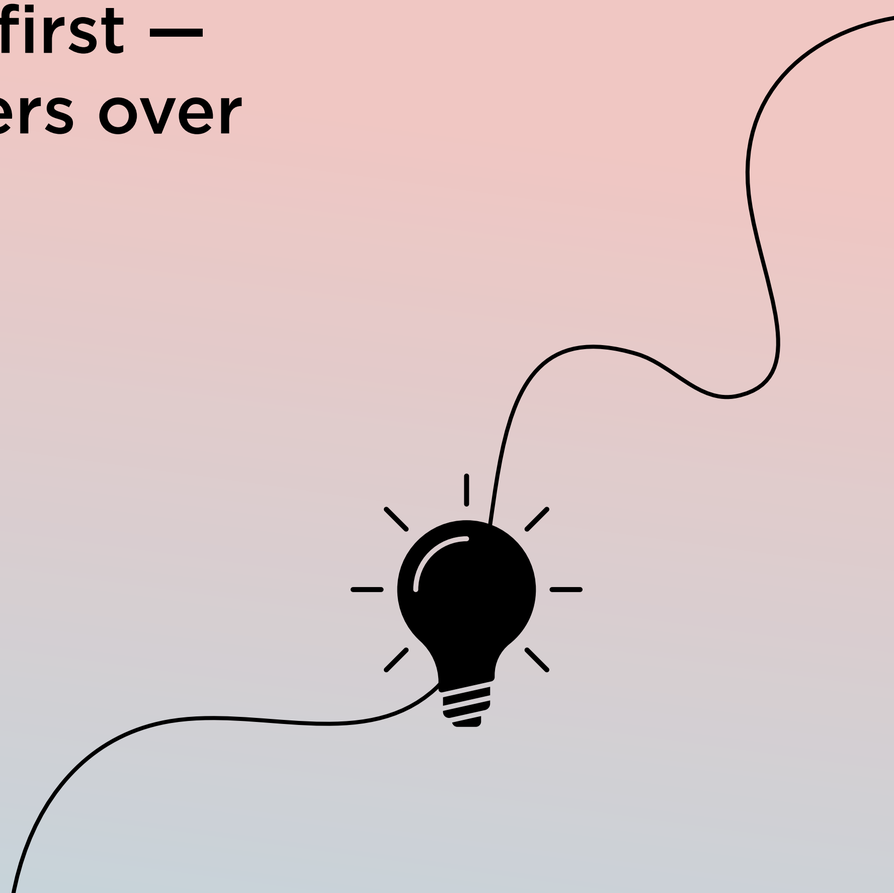
What Is Servant Leadership?

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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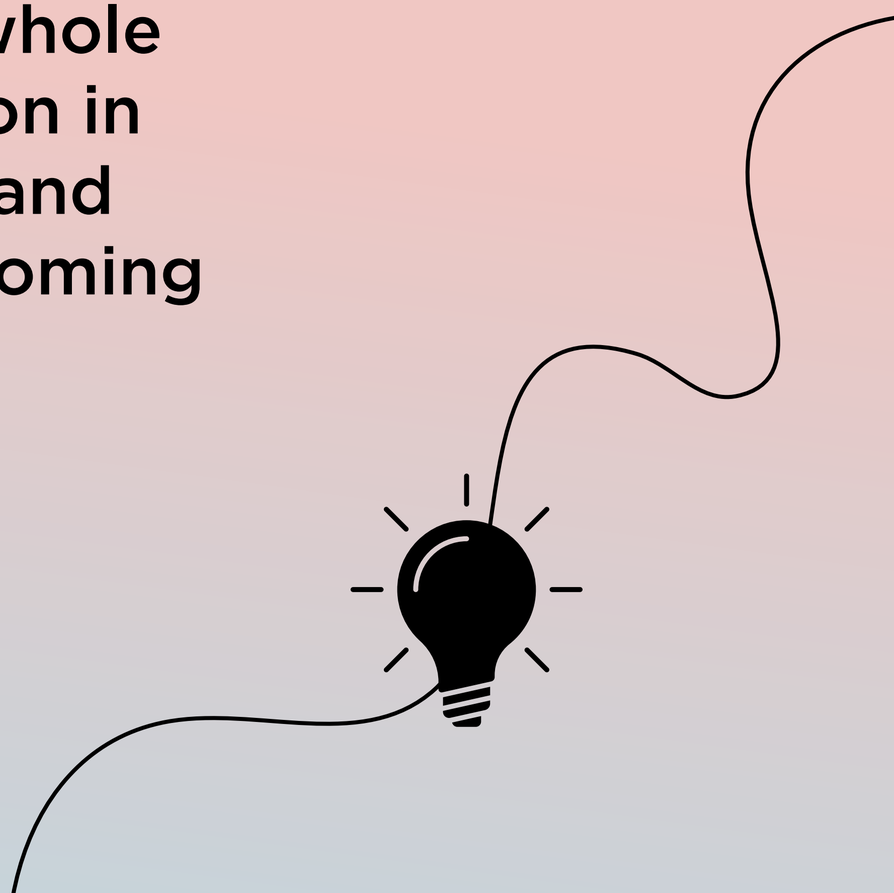
My Servant Leadership Definition

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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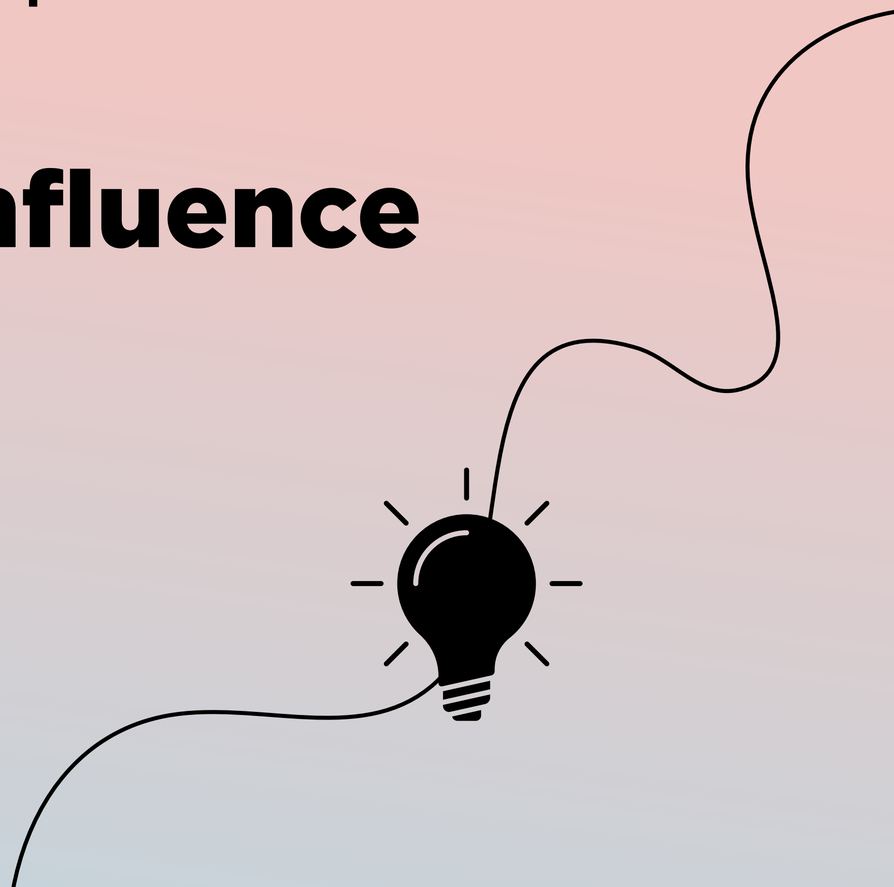
Servant Leadership is a paradox

It is both service and influence



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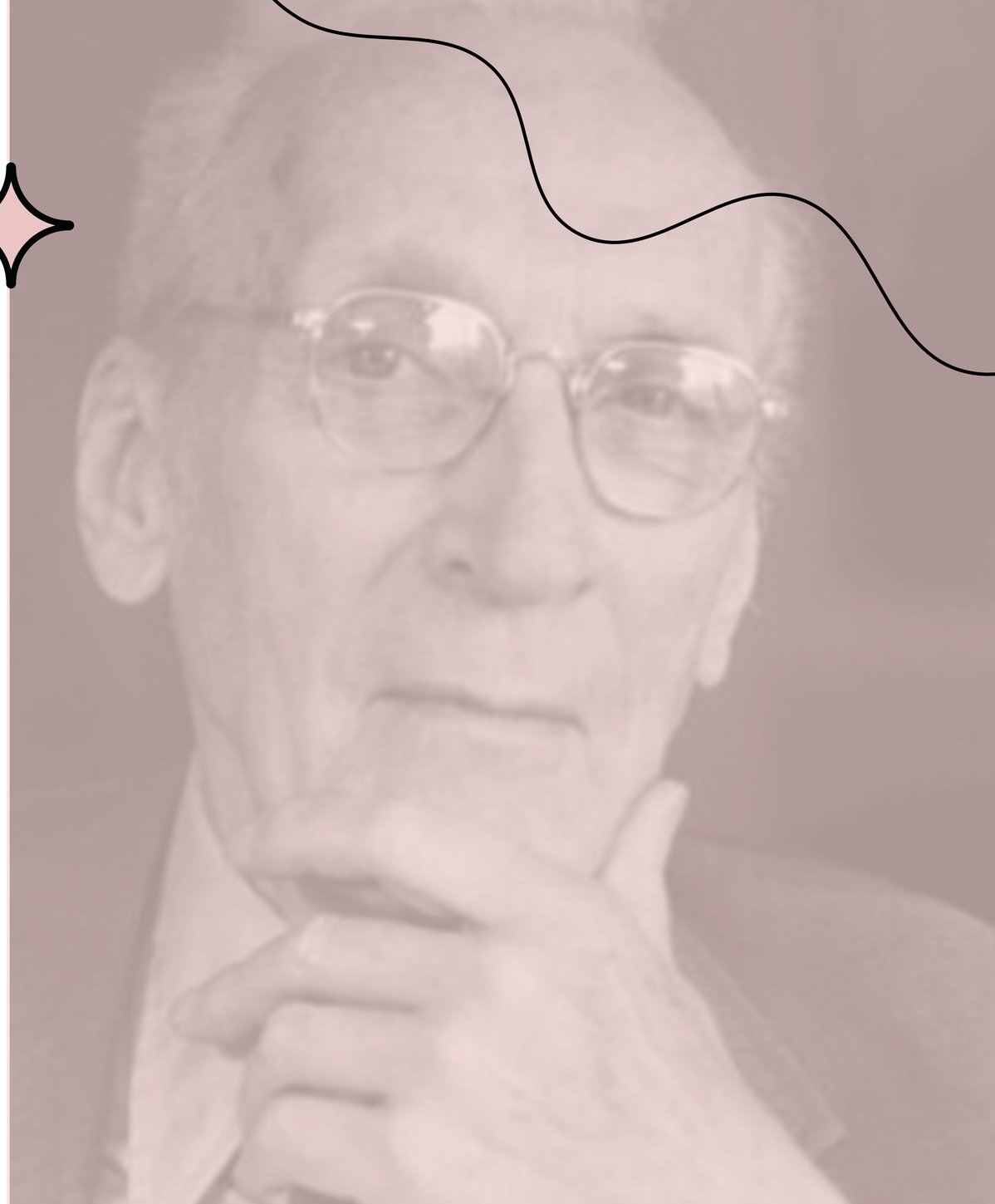
“The servant leader is servant first… It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice bring one to aspire to lead. That person is sharply different from one who is leader first…”

—**Robert K. Greenleaf**



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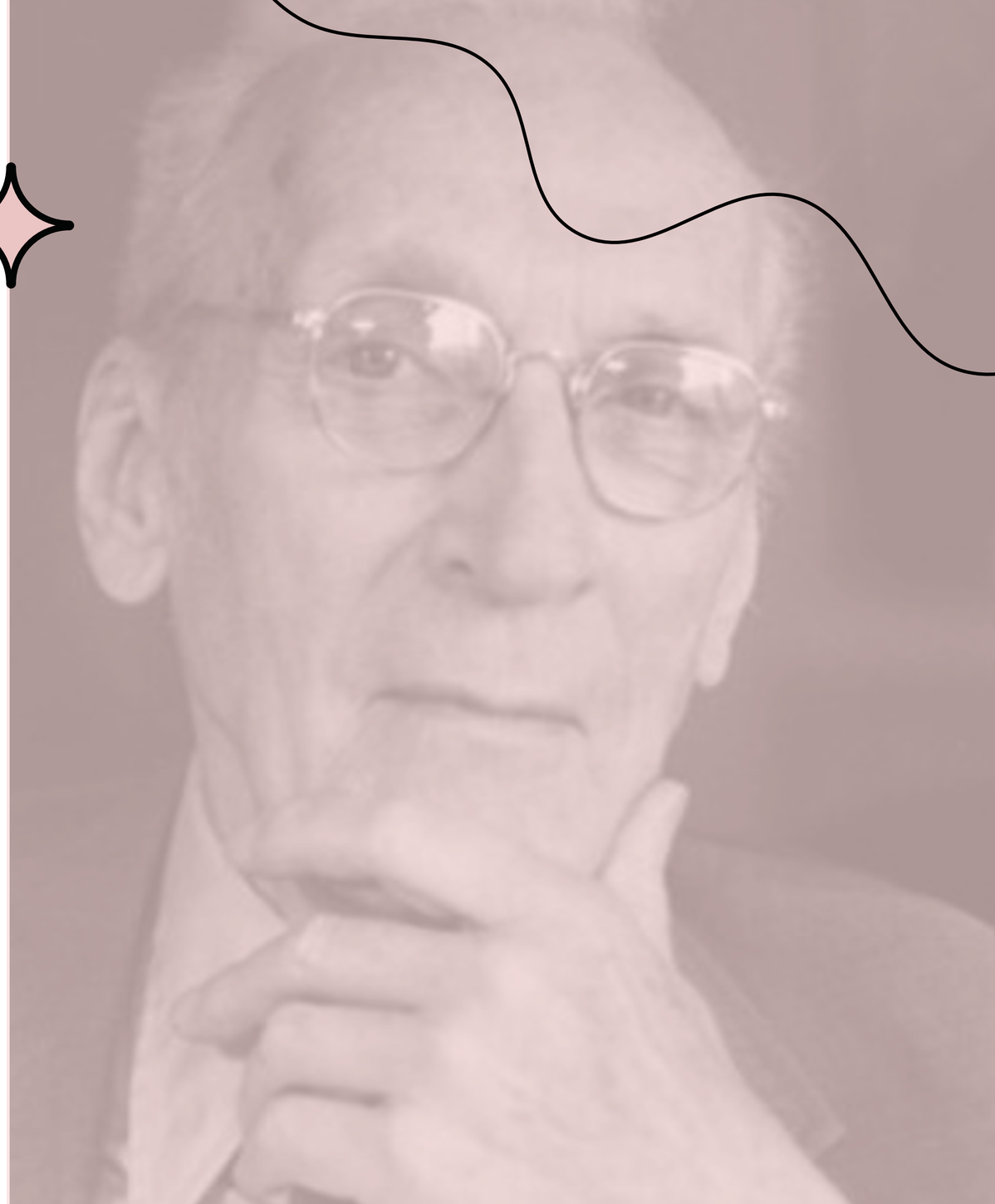
Robert Greenleaf

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



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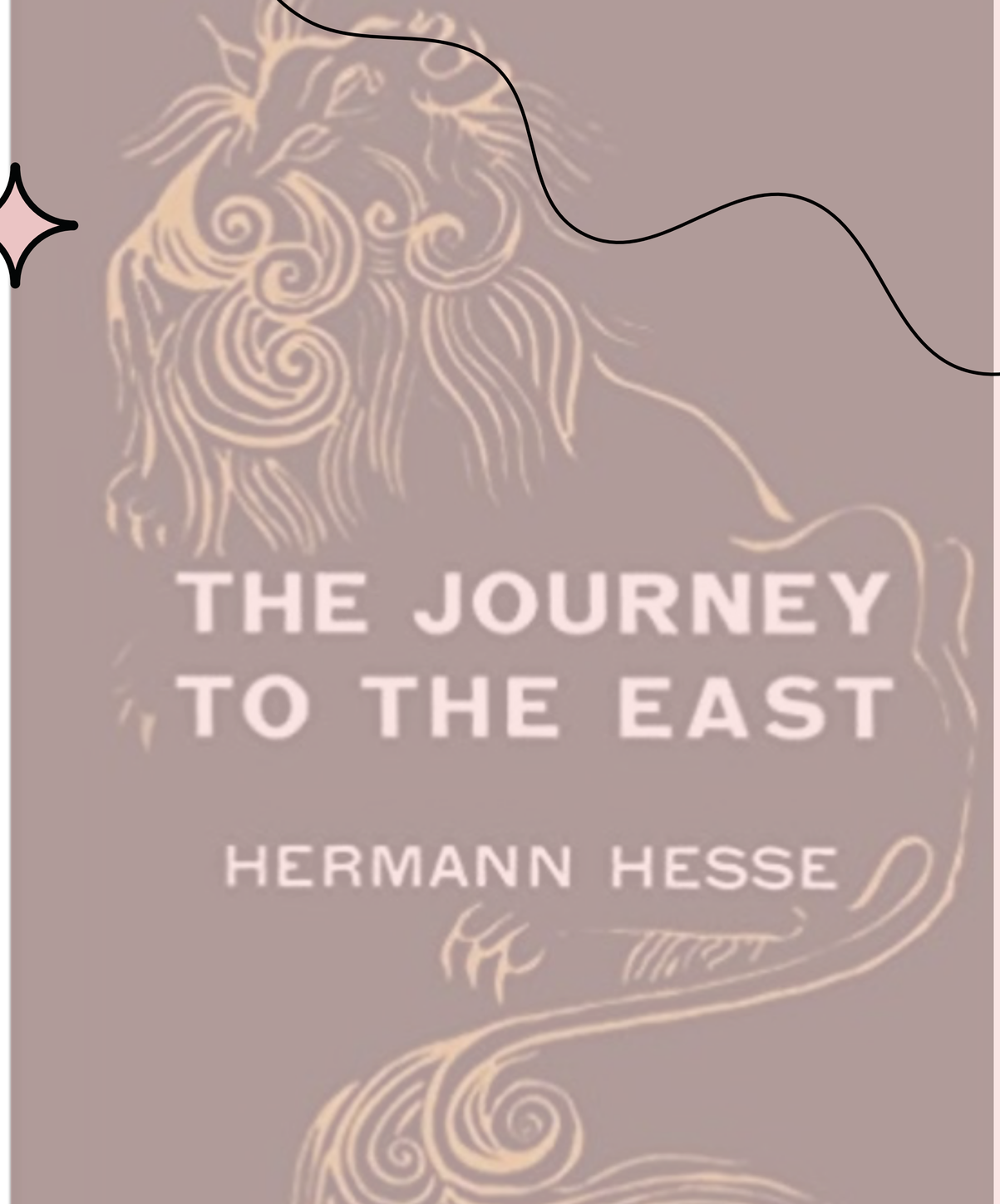
The selfless servant in a group has extraordinary impact on other members.



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The Servant Leader Organization

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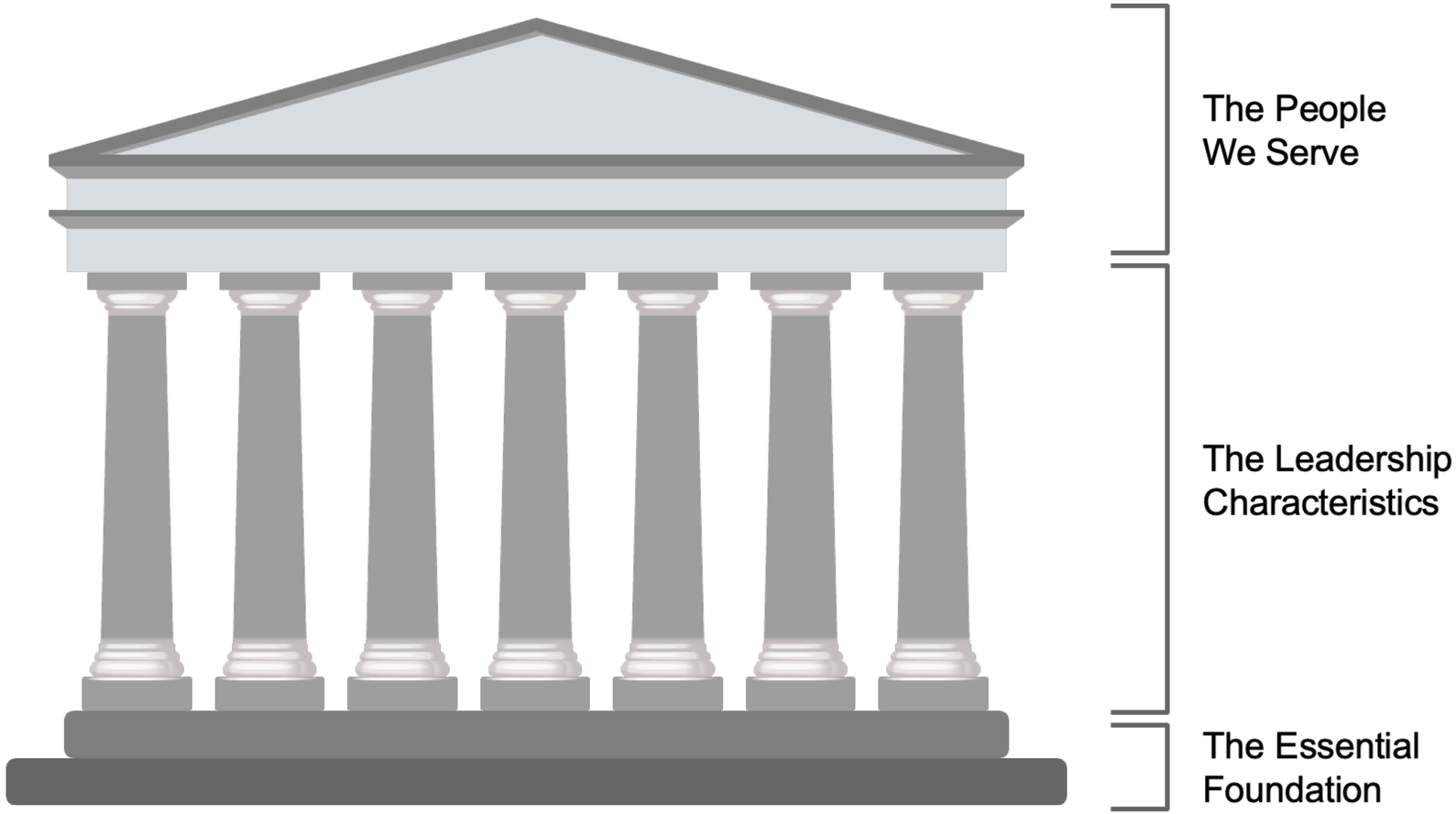
The Servant Leader Organization



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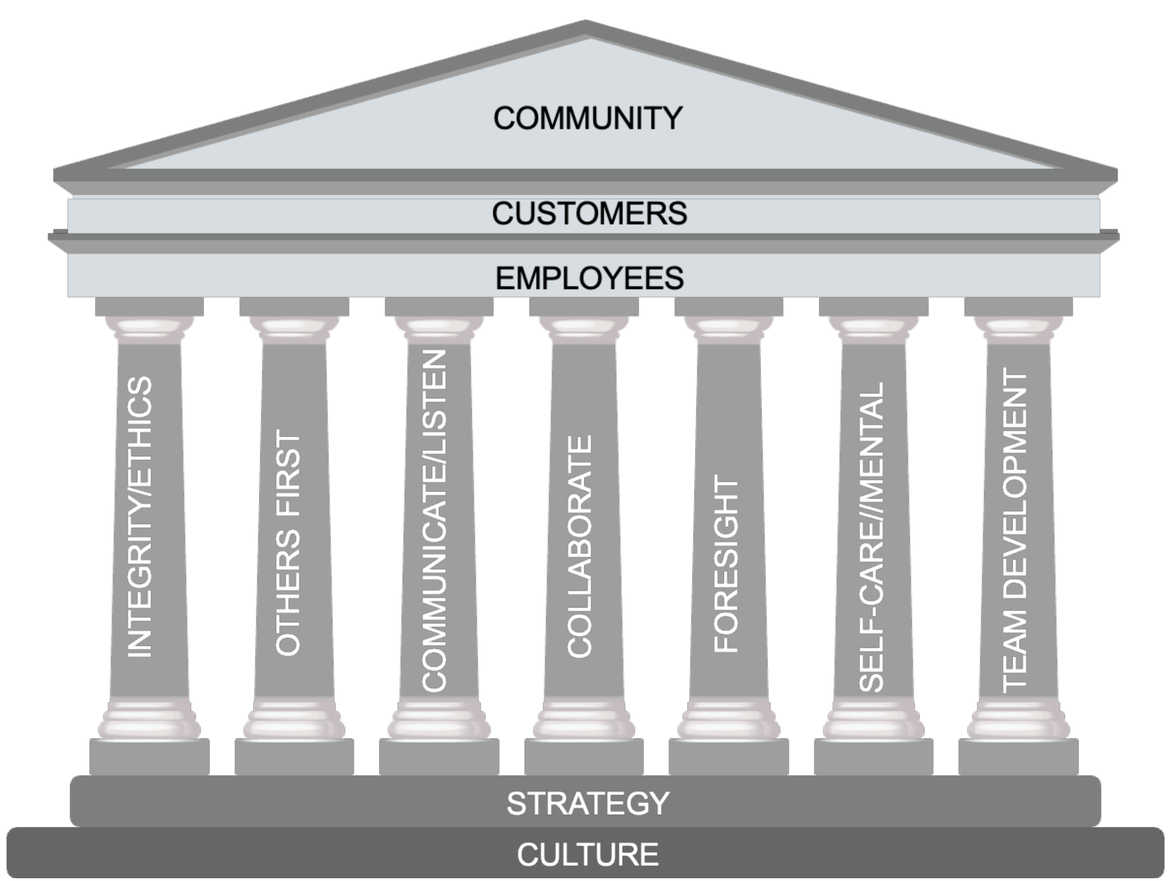
The Servant Leader Organization



The People We Serve

The Leadership Characteristics

The Essential Foundation

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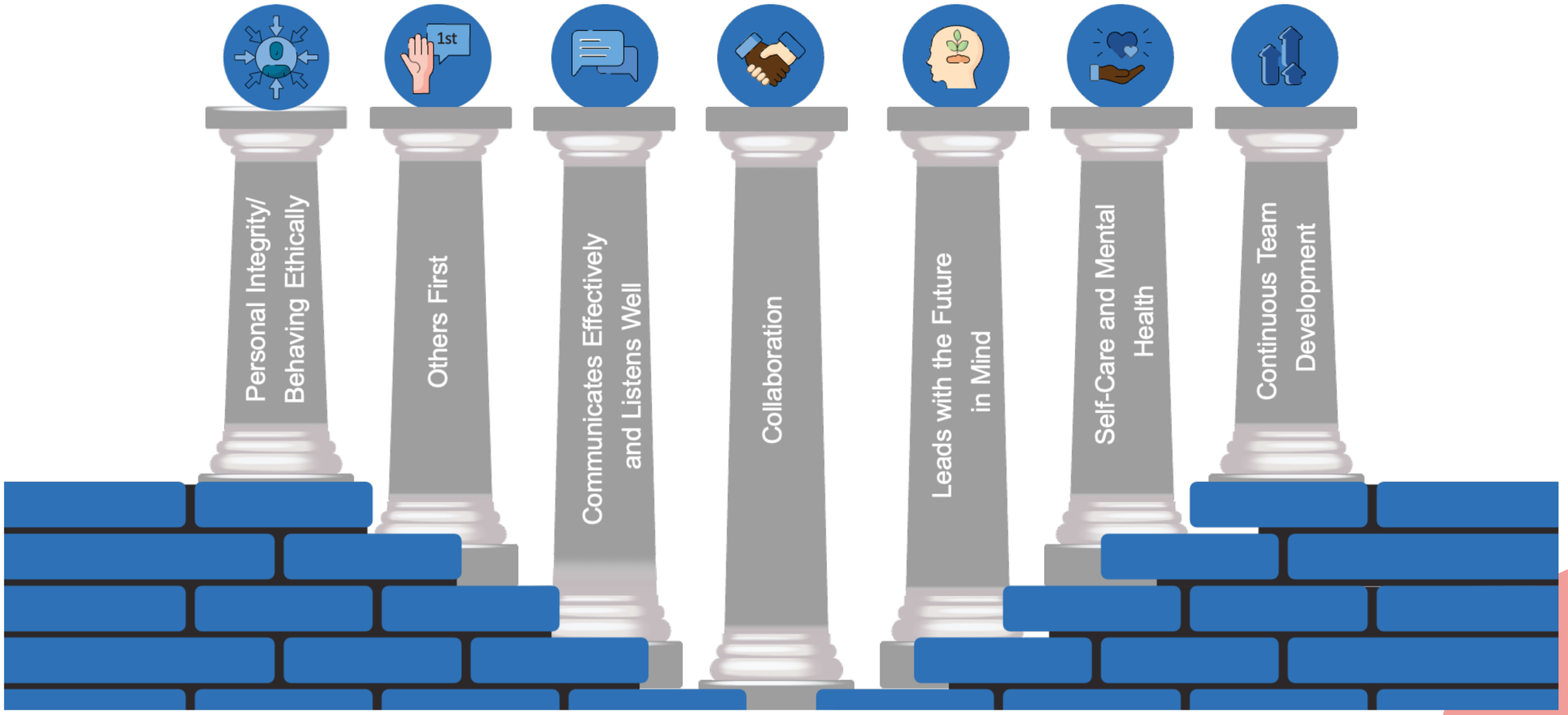
The Seven Pillars of Servant Leadership



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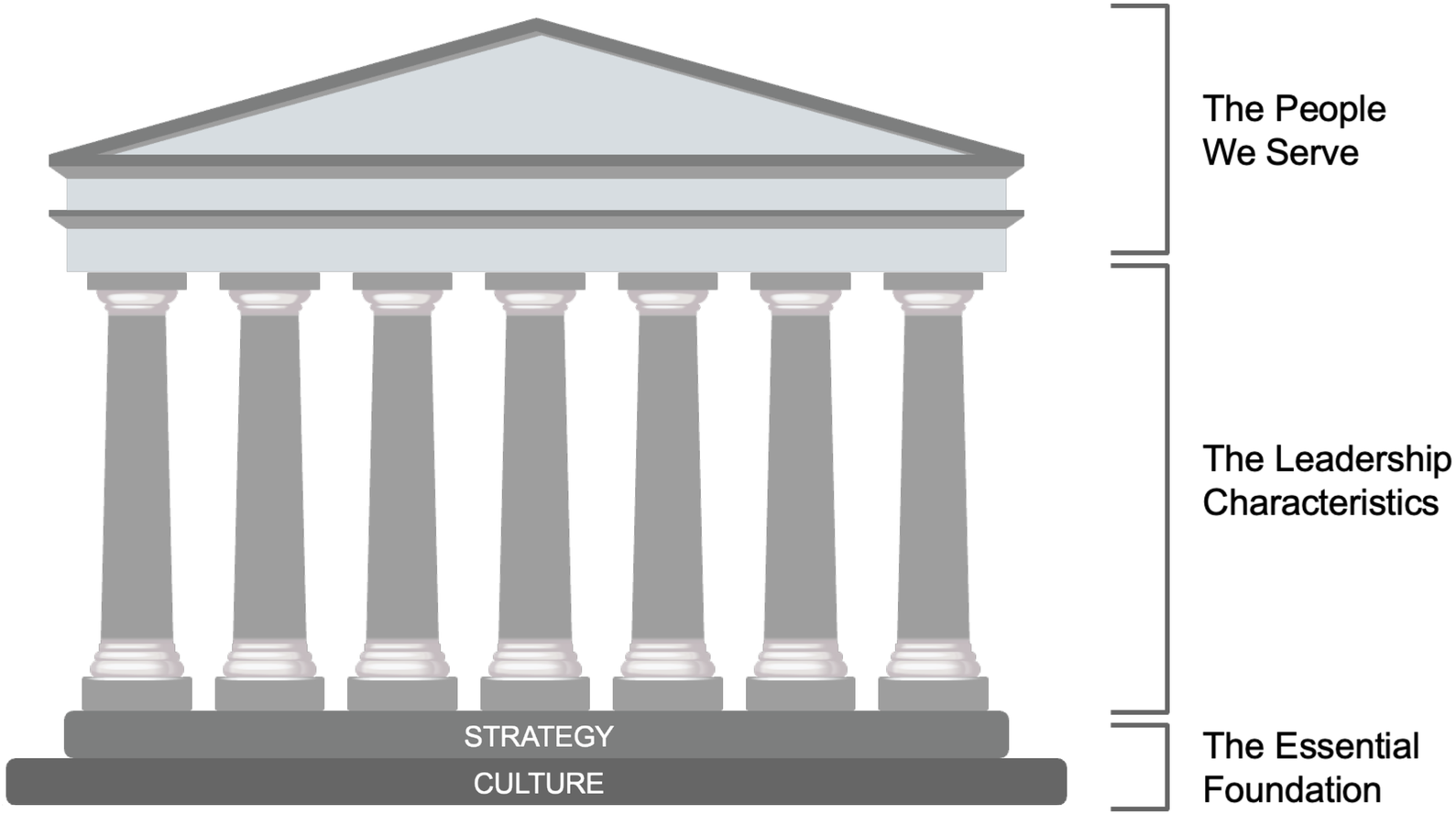
The Servant Leader Organization



The People
We Serve

The Leadership
Characteristics

The Essential
Foundation

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What Is Culture?

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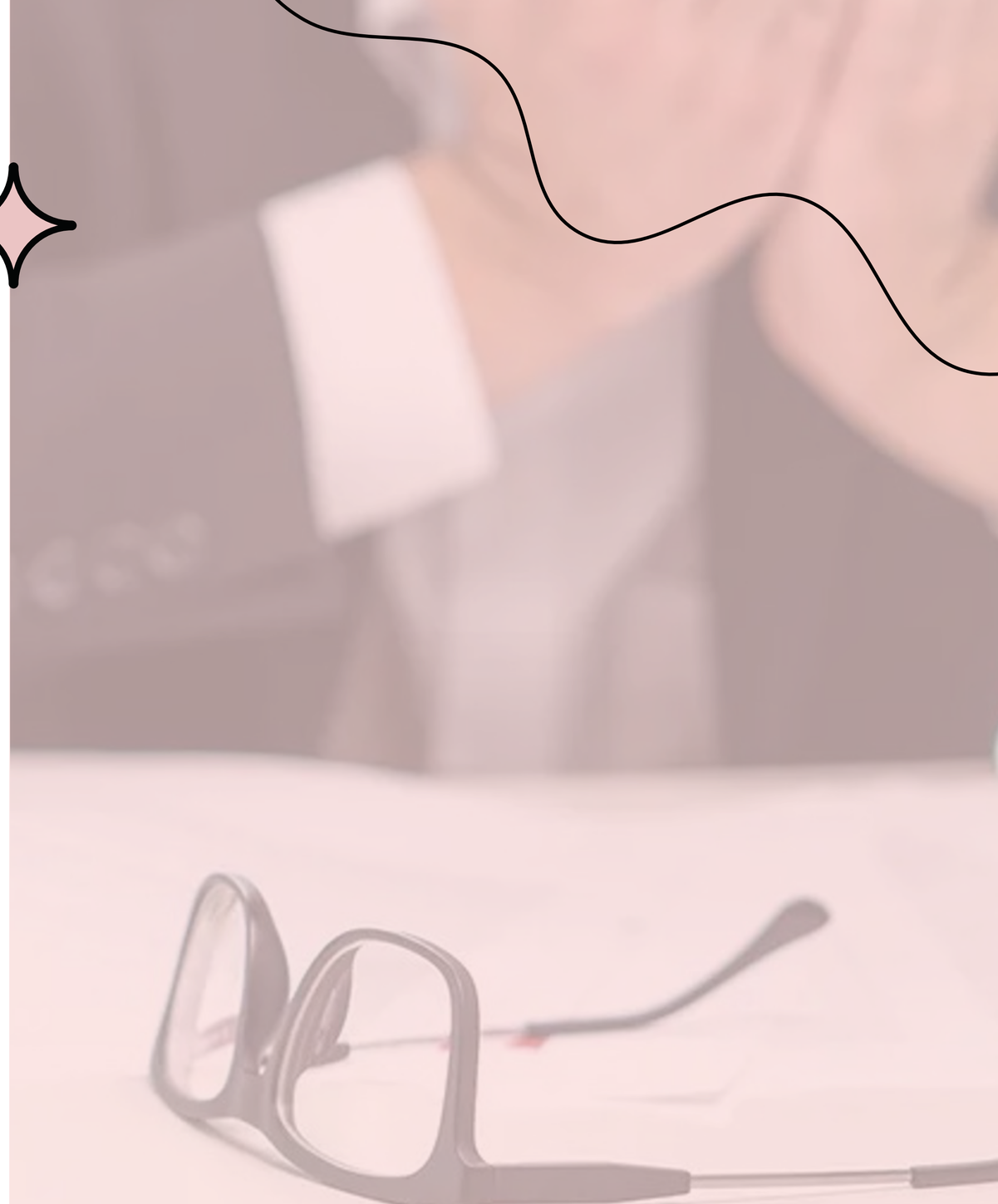
Culture is how employees' hearts and stomachs feel Sunday night about Monday morning



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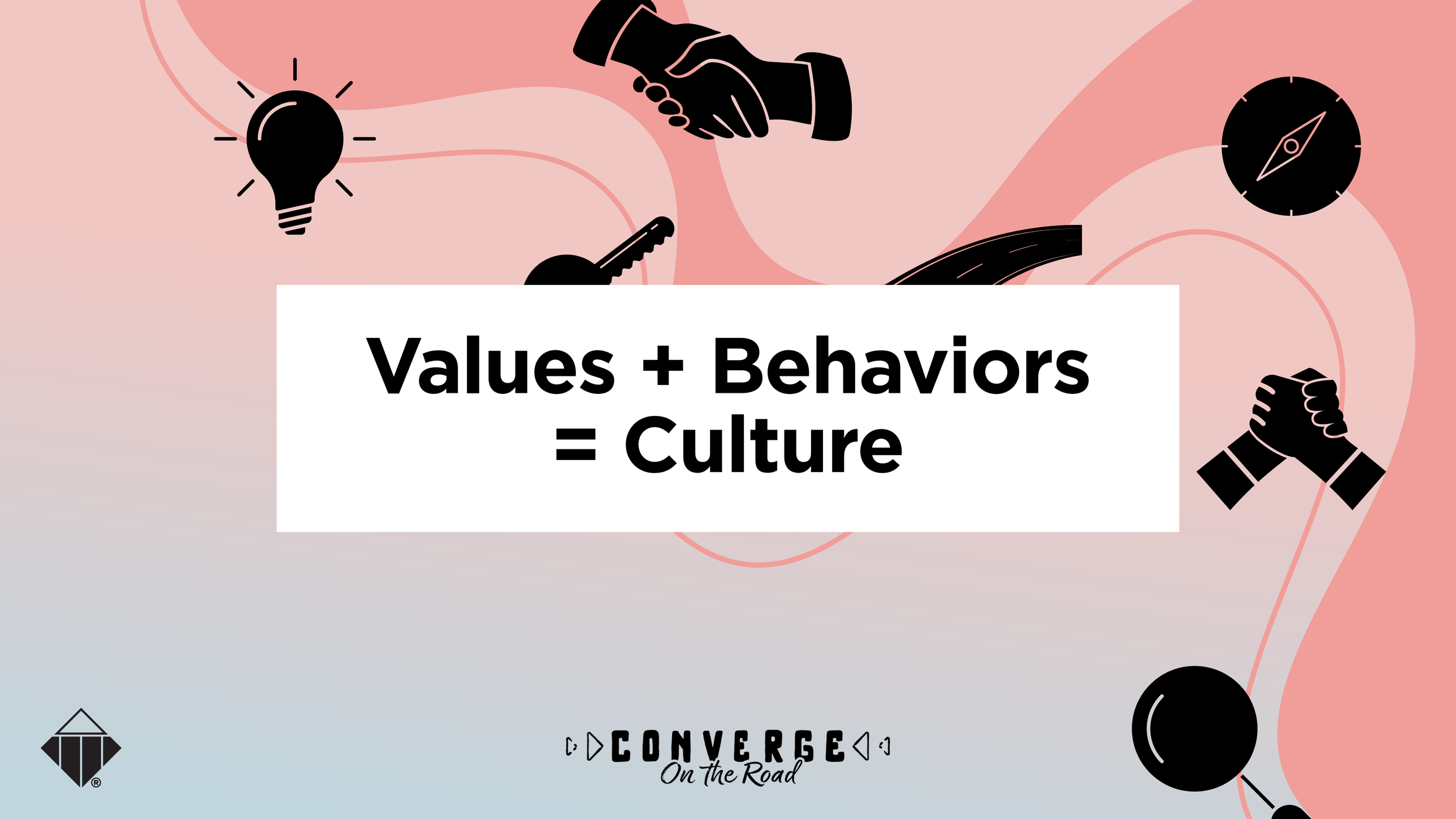

Values + Behaviors = Culture

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What Is Your Culture?

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Types of Culture

Stated Culture

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Types of Culture

Shadow Culture

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Types of Culture

Squirrel Culture

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Types of Culture

Zombie Culture

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Types of Culture

Toxic Culture

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Types of Culture

Healthy Culture

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Values + Behaviors + Practices = Culture

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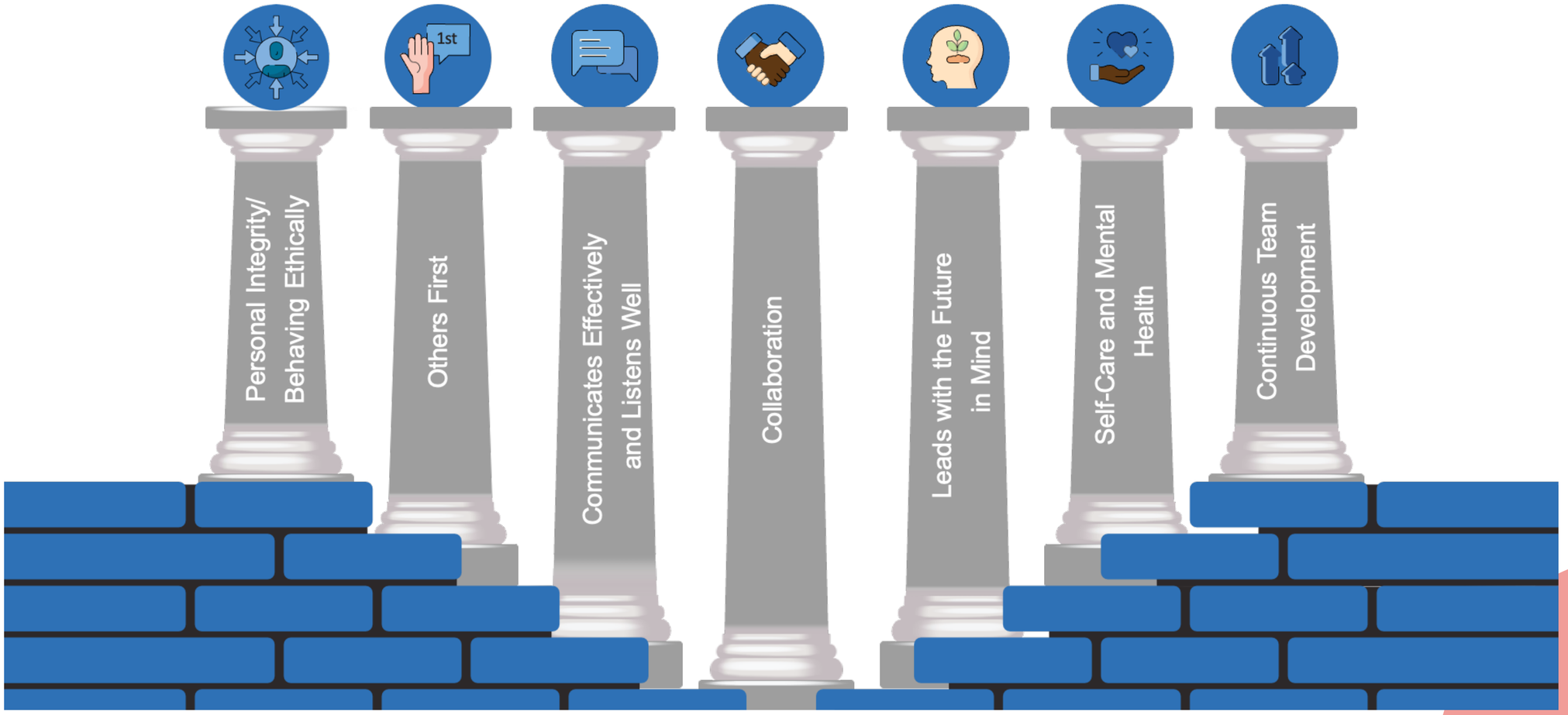
The Seven Pillars of Servant Leadership



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Continuous Team Development

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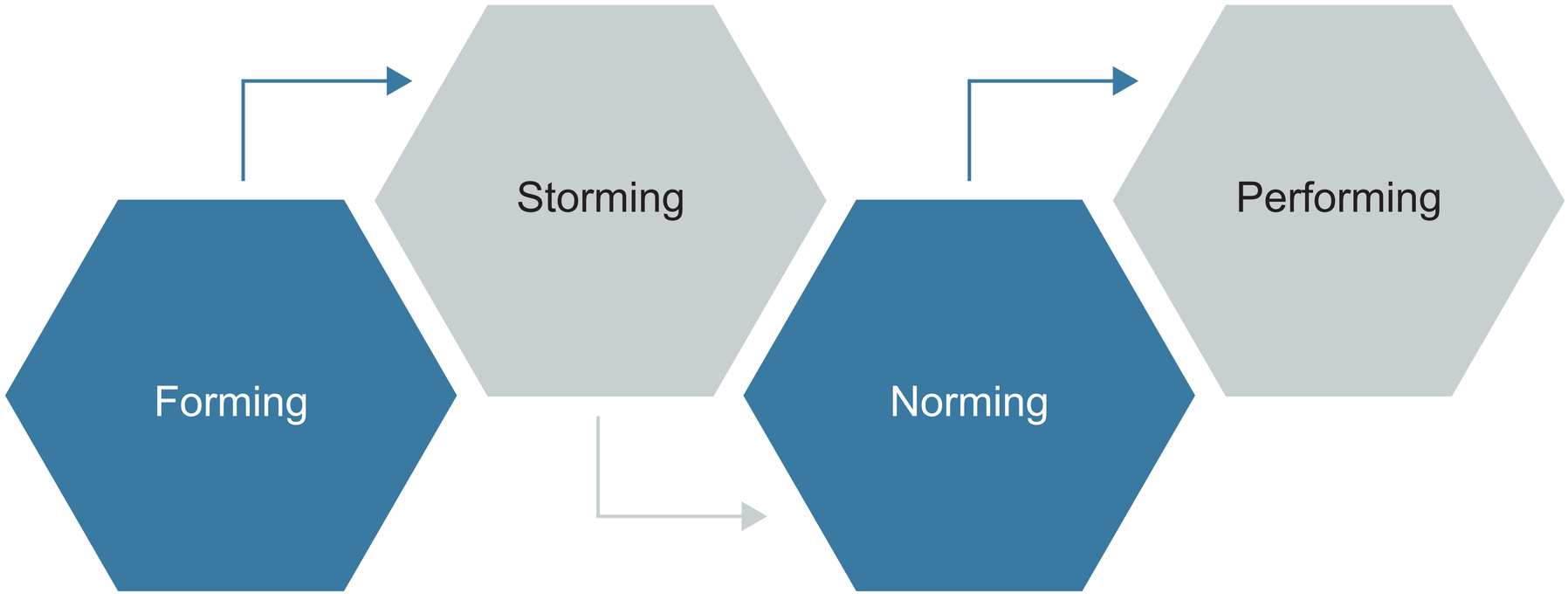
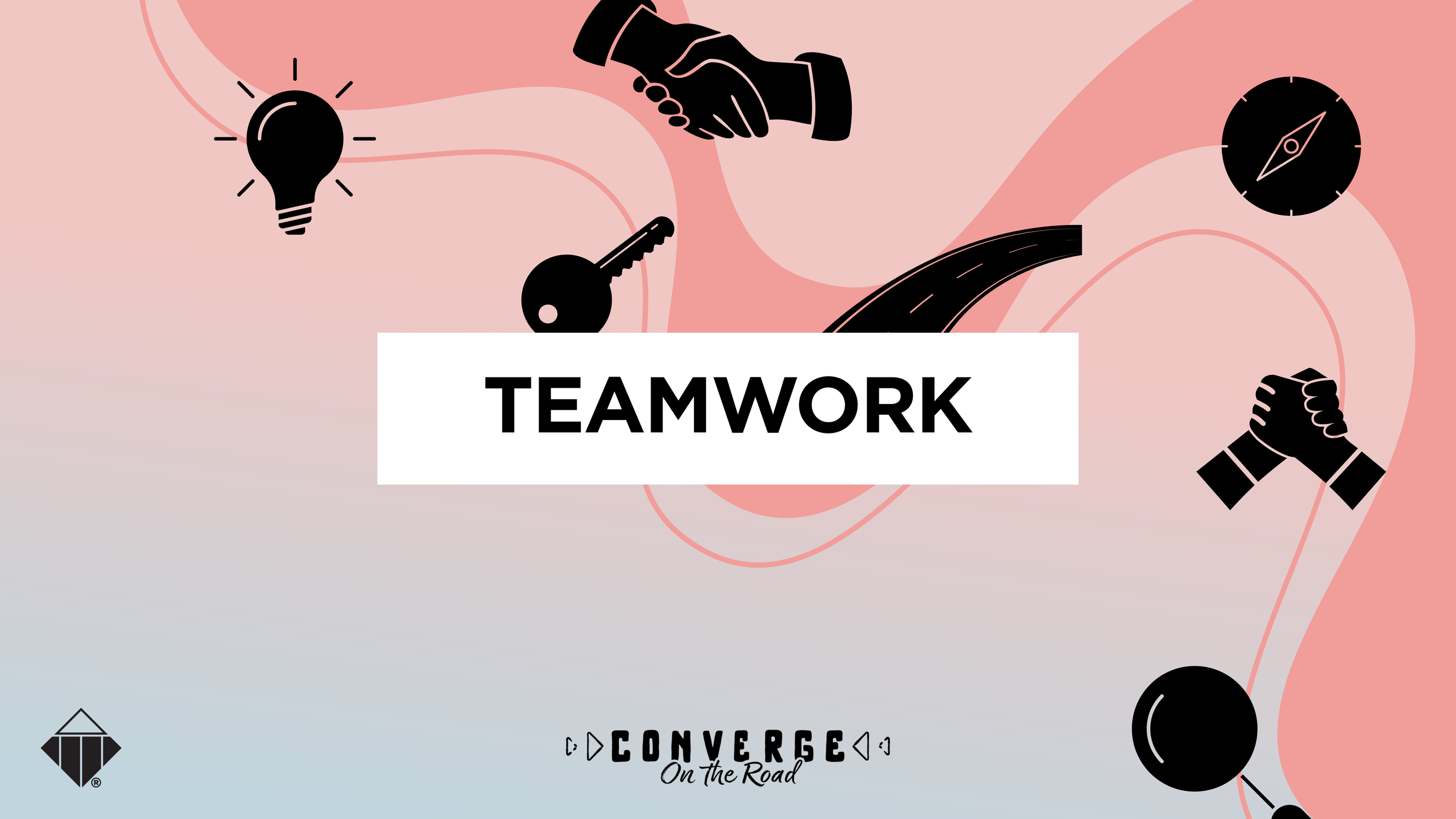
Forming
Storming
Norming
Performing
4 stages
of team
development

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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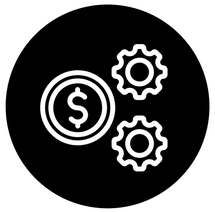
What Keeps You From Continuous Team Development?

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.

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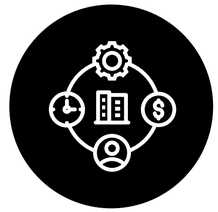
What Keeps You From Continuous Team Development?

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

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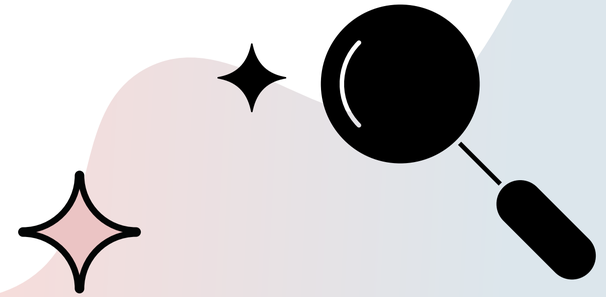
Companies That Practice Servant Leadership

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



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Thank you!