

Alabama School for Alcohol and Other Drug Studies

Presents

It's Mine, It's Yours, It's Ours: The Role of the Servant and Steward in Organizational Leadership

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Thurston Smith, MPA, LAC/S, CCS, CAADAC
Project Team Member, Paramount Consulting Group, PLLC
Email: teesmith1@hotmail.com

Biographical Highlights

Associate Professor of Psychology and Sociology, Graceland University

Associate Minister, New Salem Missionary Baptist Church

Executive Career Field retiree, U.S. Veterans Health Administration

Community Organizer

CARF International, Administrative & Program Surveyor

National Trainer in Behavioral Health and Organizational Leadership

Member, [NAADAC Public Policy Committee](#)

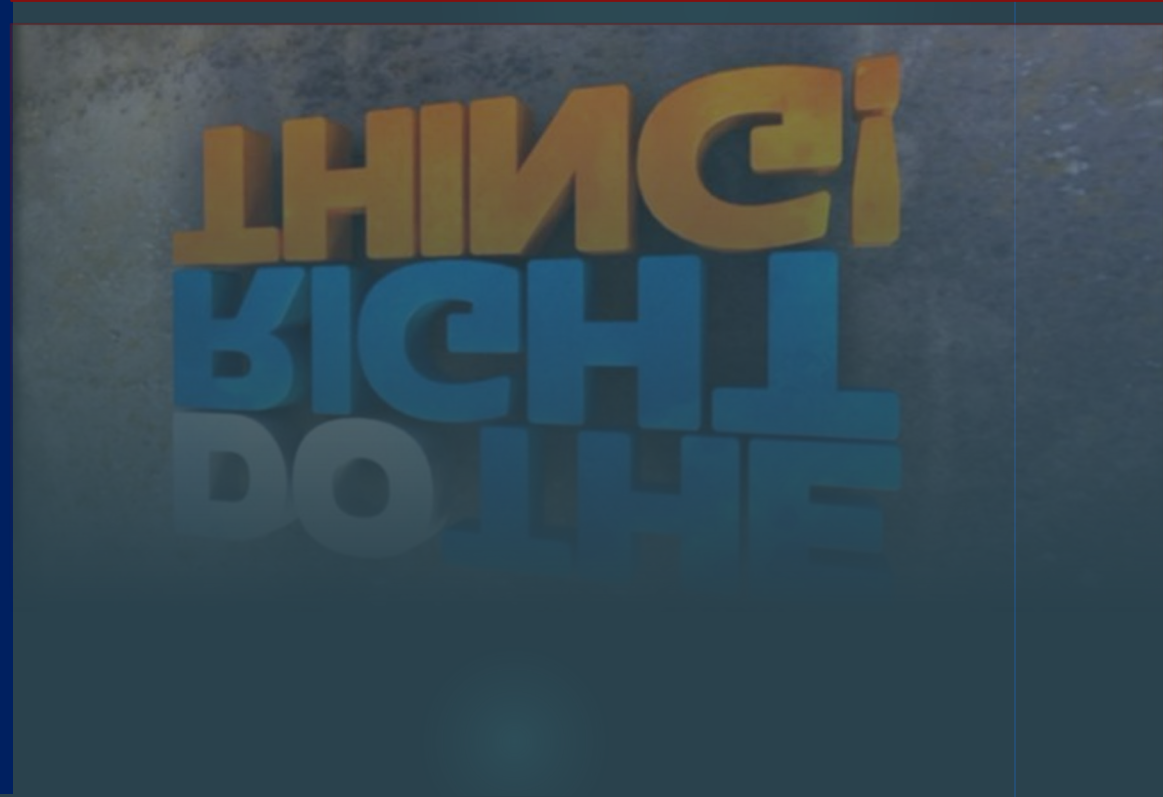
Project Team Member, [Paramount Consulting Group, PLLC](#)





Disclosure and Conflicts of Interest

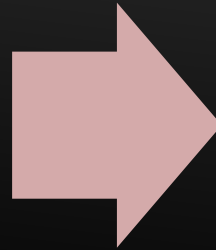
The presenter has no actual or potential conflicts of interest in relation to this program, the Alabama School for Alcohol and Other Drug Studies, the University of Alabama, State of Alabama, or this presentation.



Overview

While high employee turnover, staffing shortages, budget and funding issues, and other challenges can place considerable strain and great demand upon supervisors, administrators, and employees, good organizational leadership is never negotiable!

Researchers suggest that organizational leaders require well-rounded skills, a foundational knowledge of business and strategy, and good interpersonal skills (Harvard Business School, 2022).



With an emphasis on behavioral healthcare settings, this three-hour skills-development course will explore some of the more common challenges in organizational leadership, while discussing effective tools and techniques in organizational leadership, personnel management, team building, and strategic planning. Through didactic lecture, interactive discussion, and other experiential learning methods, participants will establish an applicable framework in the execution of organizational leadership.

Course Objectives

1

Compare and contrast the roles of “manager” vs. “leader”

2

Recognize the role of servant and steward in organizational leadership

3

Reinforce effective techniques while examining leadership style and preferences

4

Examine team building approaches, while promoting flexibility and adaptability toward the establishment collaborative working relationships



What Is Leadership?



Exercise in Leadership?

Leadership!!!



“Leadership is communicating to people their worth and potential so clearly that they come to see it in themselves.”

- Stephen R. Covey

Polling Question

As the leader, I need to possess most, if not all of the answers?

🌐 When poll is active, respond at Pollev.com/thurstonsmith272

True or False

As the leader, I need to possess
most, if not all the answers?

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“If you’re the smartest person in the room, then you are in the wrong room.”

- Confucius

Multiple Choice Polling Question

Leadership development needs to be

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Leadership development needs to be a:

- A. A one-time event
- B. An organizational priority
- C. A career-long endeavor
- D. A personal choice
- E. None of the above

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Leadership Development

- ▶ *“Leadership development needs to be a career-long endeavor of constant improvement, not a one-time event, and this development must be personalized to leaders’ needs to maximize the effectiveness of the time they invest.”*
- ▶ **- Development Dimensions International**



Multiple Choice Polling Question

🌐 When poll is active, respond at PollEv.com/thurstonsmith272

**Successful servant leadership starts with a leader's desire to
serve**

- A. His or herself
- B. His or her's manager/supervisor
- C. His or her staff
- D. His or her community
- E. All of the above

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Polling Question

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leaders and managers are the same

True

False

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Multiple Choice Polling Question

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Managers mainly function as

- A. Employee representatives
- B. Overseers
- C. Organizational stewards
- D. Mentors
- E. None of the above

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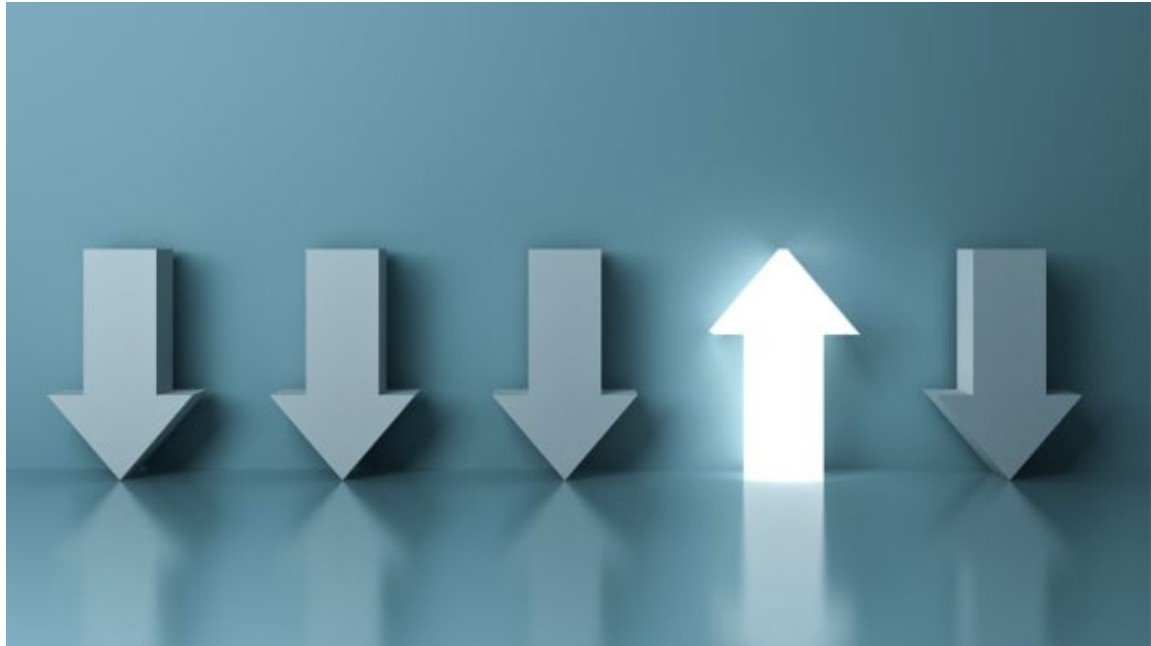
Multiple Choice Polling Question

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Generally, managers are position leaders that derive authority simply because they

- A. Are an expert in the field
- B. Have seniority
- C. Worked their way up
- D. Are the boss
- E. All of the above

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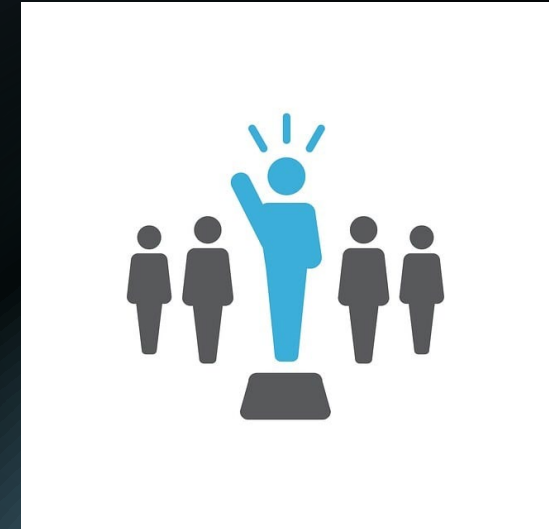
Leadership vs. Management

Manager

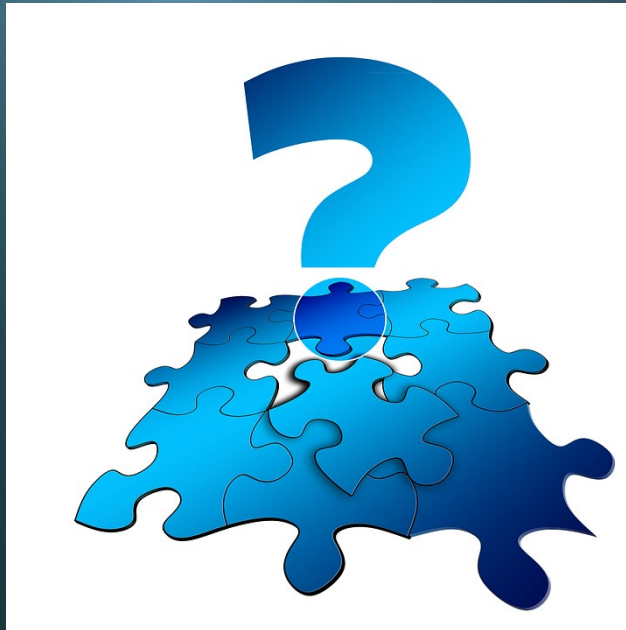
Aspires
Controls
Arranges people
Plans
Leads by authority
Emphasis on “can’t do”
Promotes caution
Fosters status quo
Managers lead from the top down
Managers believe their teams work for them
Fosters conformity

Leader

Inspires
Encourages
Incites collaboration
Adapts
Leads by example
Emphasis on “can do”
Promotes risk-taking
Fosters innovation
Servants lead from the bottom up
Servants believe they work for their teams
Fosters creativity



What Is Servant Leadership?



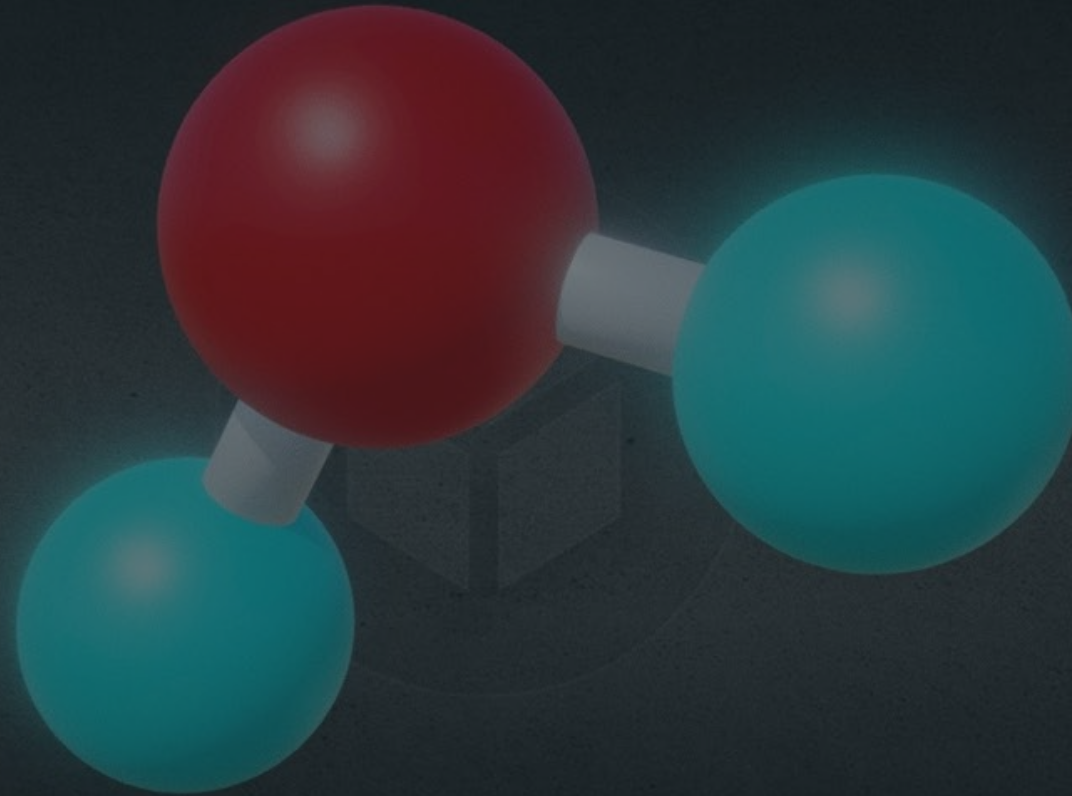
Servant Leadership

Servant leadership is a style or approach to leadership that places value on the needs, interests, and capabilities of others.

Ideally, servant leaders display a “serve-first” mentality, prioritizing the well-being and development of their team or followers...



Servant Leadership Model



Dimensions of Servant Leadership

Conceptualizing

Behaving Ethically

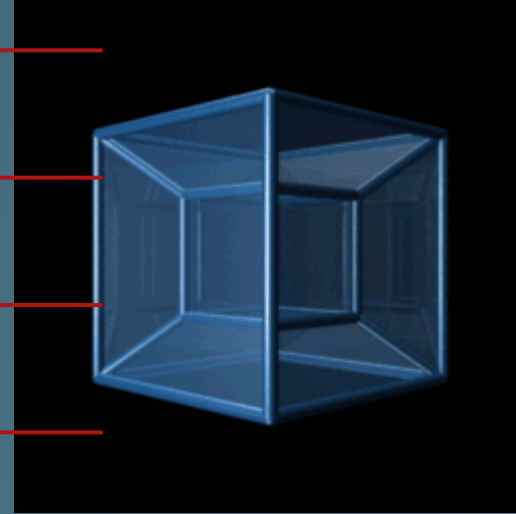
Emotional Healing

Putting People First

Empowering Others

Creating Value for the Community

Helping Others Grow and Succeed



Poignant Quote

*“A leader is one who knows the way,
goes the way, and shows the way.”*

- **John Maxwell**



Poignant Quote



“The task of the leader is to get his people from where they are to where they have not been.”

- ***Henry Kissinger***



Tips for Teams

Leading Teams

Establish a clear mission

Engage everyone

Set a good example

Build positive relationships

Establish roles and responsibilities

Set clear goals and expectations

Capitalize on everyone's talents

Recognize "good work" frequently

Meet frequently, but never unnecessarily

Respect everyone's time and boundaries

Establish and maintain good communications

Learn to share power and leadership responsibilities

Tips for Leaders

*Obtain a
mentor*

*Practice
diplomacy*

*Measure your
success*

*Groom and
develop others*

*Establish a
supportive
network*

*Seek
professional
development
often*

*Obtain a "360-
leadership
assessment"*

*Understand your
strengths and
liabilities*

*Enroll in a
professional
leadership
program*

*Adapt
Accordingly*

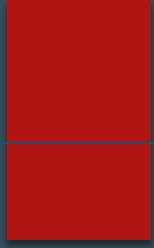
Poignant Quote

“Leadership is a potent combination of strategy and character. But if you must be without one, be without the strategy.”

- **General Norman Schwarzkopf**



Thoughts & Questions???



Resources

Center for Creative Leadership

Website: [Organizational Leadership](#)

Phone: 1-336-545-2810

Cooper Coleman

Website: [Leadership Assessment Tools](#)

Phone: 1-312-380-9384

DDI

Website: [Guide to Leadership Development](#)

Phone: 1-800-933-4463

Springer Publishing Connect

Website: [Servant Leadership Questionnaire](#)

Email: Pubsvc.tsp@sheridan.com

The Leadership Consortium

Website: [The Leadership Consortium](#)

Phone: 1-212-645-4200



Resources

The University of Texas at Austin

Website: [Leadership Resources](#)

Phone: 1-800-687-4178

Tony Robbins

Website: [DISC Assessment](#)

Phone: 1-800-488-6040

University of Houston Center for Student Development

Website: [Leadership Resources](#)

Phone: 1-713-743-2255

U.S. Office of Personnel Management

Website: [360-Degree Assessment: An Overview](#)

Phone: 1-202-606-1800

YouTube

Website: [3 Steps in 360 Assessment](#)



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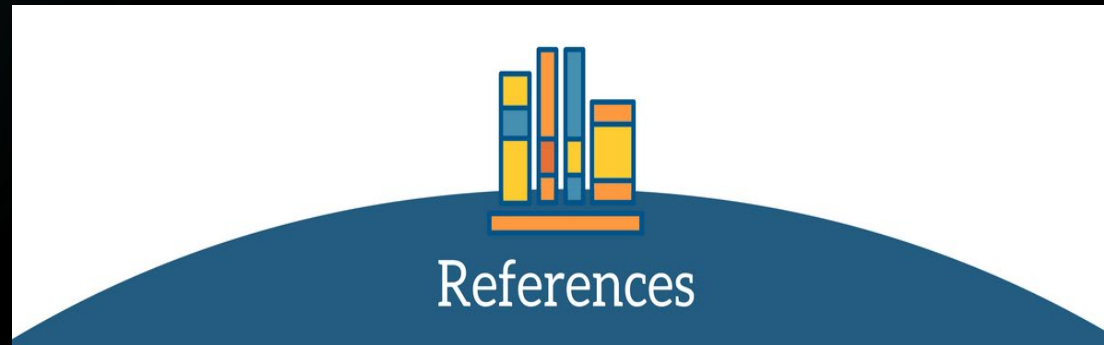
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