BOARD EFFECTIVENESS OFTEN ARISES AS A CONCERN IN BAR ASSOCIATIONS

“Perhaps it would help if I go over it one more time.”

“The motion has been made and seconded that we stick our heads in the sand.”
Peter Drucker’s “5” for Leaders
MISSION DRIVEN-MEMBER CENTRIC

1. WHAT IS THE MISSION?
2. WHO IS THE CUSTOMER?
3. WHAT DOES THE CUSTOMER VALUE?
4. WHAT ARE OUR RESULTS?
5. WHAT IS THE PLAN?

Plans are only good intentions unless they immediately degenerate into hard work.

- Peter F. Drucker
“Efficiency is doing things right; effectiveness is doing the right things.”

Peter Drucker
EFFECTIVE STEWARDS ARE SERVANT LEADERS

“Servant leaders teach others to grow into servant leaders, this improves humanity”

-Servant Leadership Principles in Action

J. E. Kimbrough Gandy, Poet, Artist, Writer
www.TheArtOfGandy.com
SERVANT LEADERSHIP IS NOT EFFECTIVE STEWARDS

“Leadership is not about being in charge. Leadership is about taking care of those in your charge.”

- Simon Sinek
A PLACE AT THE “TOP” OF AN ORG CHART

Flip the Organization Chart™

Power-reliant Leader
- Commands & Controls
- All about the leader
Employees as TOOLS
Customers as CHALLENGES

Servant-led Model
- Inspires & Equips
- All about the people
Employees as RESOURCES
Customers as VALUED ALLIES

Servant Leader
A TITLE OR ANointing
Servant Leadership is...

It's a mindset

Your focus
- A way of seeing.
- A “people-first” perspective.
Whether we are leading or following another, we do it with a desire to serve.

Your intention
- An awareness of other’s needs.
- A calling.
- A desire to be caring.
It becomes your nature, how you approach any relationship.
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Servant Leadership Principles in Action

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THE 9 BEHAVIORS
OF A SERVANT LEADER

Serve First
Build Trust
Live Your Values
Listen to Understand
Think About Your Thinking
Add Value To Others
Demonstrate Courage
Increase Your Influence
Live Your Transformation
1. SERVE FIRST
IN EACH ENCOUNTER, ASK “HOW CAN I SERVE YOU?”

NOT-HOW CAN YOU HELP ME

"True leadership must be for the benefit of the followers, not to enrich the leader."
-John C. Maxwell
Counterfeit Behavior #1

✔ SELF INTEREST IS PRIMARY.

✔ PURPOSE FOR ALL ACTIVITY IS TO LOOK GOOD EVEN AT THE EXPENSE OF OTHERS.

✔ PEOPLE ARE SEEN AS TOOLS
2. BUILD TRUST

ARE YOU WILLING TO EXTEND TRUST TO OTHERS?

STAFF LEADERS/BOARD LEADERS MUST TRUST EACH OTHER
Counterfeit Behavior #2

✓ NOT KEEPING THE COMMITMENTS YOU MAKE.

✓ RELUCTANCE TO DELEGATE ANY WORK; ONLY YOU CAN DO IT.

✓ SEEING MEMBERS/OTHERS AS POTENTIAL THREATS

No Trust = No Relationship

You have to delegate some authority!
3. LIVE YOUR **VALUES**

**VALUE EACH MEMBER**
Counterfeit Behavior #3

✓ ORGANIZATIONAL VALUES & PERSONAL VALUES ARE NOT ALIGNED
✓ VALUES HAVE NOTHING TO DO WITH GETTING THE JOB DONE
✓ IT’S ABOUT RESULTS; NOT HOW YOU GET THEM

WHAT VALUES DO YOU WANT MEMBERS TO ASSOCIATE WITH YOU?
HOW WILL YOU DEMONSTRATE THOSE VALUES AS A BAR LEADER?
4. LISTEN TO UNDERSTAND AS “FACILITATOR-IN-CHIEF” MIND YOUR MOUTH

Listen
Hear
Understand
Grow

When you talk, you are only repeating what you already know. But if you listen, you may learn something new.

- Dalai Lama
Counterfeit Behavior #4

✓ YOU SAY YOU ARE A GOOD LISTENER BUT IN REALITY YOUR AGENDA STILL COMES 1ST.
✓ YOU MAY MULTITASK WHILE LISTENING
✓ YOUR PURPOSE FOR LISTENING IS TO BE ABLE TO HEAR YOURSELF RESPOND
✓ YOU’RE NOT IN LAW SCHOOL ANYMORE

Leaders who don’t listen will eventually be surrounded by people who have nothing to say.
- Andy Stanley
5. THINK ABOUT YOUR THINKING

WHAT IS YOUR ATTITUDE AS A LEADER? ARE YOUR THOUGHTS ABOUT YOURSELF OR OTHERS HOLDING YOU BACK?

DON’T THINK LESS OF YOURSELF, JUST THINK LESS ABOUT YOURSELF

DIETER FUCHDORF
PICTUREQUOTES.COM
Counterfeit Behavior #5

- TASK DRIVEN
- NEVER TAKE TIME TO REFLECT
- NEVER ASSESS YOUR OWN BEHAVIOR OR STRATEGIZE
- DRIVEN BY NON-USEFUL THOUGHTS & GOSSIP

Power of Thoughts

“Watch your thoughts; they become words.
Watch your words; they become actions.
Watch your actions; they become habits.
Watch your habits; they become character.
Watch your character; it becomes your destiny.”
6. ADD VALUE TO OTHERS
WHAT DO YOU BRING TO THE TABLE?
DO YOU SHARE THE CREDIT?
ENGAGE THE TEAM

"True leadership must be for the benefit of the followers, not to enrich the leader."
-John C. Maxwell
Counterfeit Behavior #6

✓ TAKING THE CREDIT ONLY FOR POSITIVE OUTCOMES
✓ POINTING THE FINGER AT OTHERS WHEN THE OUTCOME IS LESS THAN “PERFECT”
✓ ALWAYS DRIVEN BY YOUR OWN AGENDA

Little did I realize that my desire to add value to others would be the thing that added value to me!

John C. Maxwell
7. DEMONSTRATE COURAGE
ARE YOU WILLING TO MAKE TOUGH DECISIONS & FOLLOW THROUGH? DO YOU KEEP YOUR COMMITMENTS?

“Courage is doing what you're afraid to do.”

Eddie Rickenbacker

Celebrating Women of Character, Courage, and Commitment... Inspiring Change

The courage of leadership is giving others a chance to succeed even though you bear the responsibility for getting things done.

SIMON SINEK
IT TAKES COURAGE TO CHANGE

DIFFICULT DECISIONS ARE ON THE HORIZONS FOR ALL MEMBERSHIP ORGANIZATIONS
Counterfeit Behavior #7

✓ TAKE THE EASY PATH
✓ AVOID DIFFICULT CONVERSATIONS WITH DIFFICULT PEOPLE
✓ NEVER CHALLENGE TEAM TO ACHIEVE GREATER GOALS

Faced with what is right, to leave it undone shows a lack of courage.

Cicero
8. INCREASE YOUR INFLUENCE

WILL YOUR DO WHAT IS **RIGHT** EVEN WHEN IT MAY PRODUCE AN UNPOPULAR OUTCOME? DO YOU STRIVE TO BE OPEN AND AUTHENTIC WITH **NO** HIDDEN AGENDA

*“The key to successful leadership today is influence, not authority.”* - Kenneth Blanchard

[Image of matches, one lit, with text: Leadership is the ability to influence others to do great things.]
Counterfeit Behavior #8

✓ HOARDING INFORMATION
✓ HOARDING POWER
✓ UNWILLING TO COACH
✓ UNWILLING TO MENTOR OTHERS

NO ONE WILL REMEMBER IF THE DUES WERE RAISED DURING YOUR TERM. YOUR LEADERSHIP LEGACY IS MUCH MORE SOPHISTICATED THAN THAT.
9. LIVE YOUR TRANSFORMATION
RECOGNIZE POSITIVE CHANGE IN YOURSELF & OTHERS

Provide opportunity for others to grow by asking them for help.

SERVANT LEADERS
- Share the power
- Acknowledge other perspectives
- Give support as needed
- Involve others in decision making
- Create a sense of community
- Develop team for high performance

Take the attitude of a student, never be too big to ask questions, never know too much to learn something new.

- O. G. Mandino
Counterfeit Behavior #9

✓ YOUR LEADERSHIP STYLE REMAINS POWER DRIVEN
✓ YOU DO NOT INSPIRE OR EQUIP ANYONE
✓ YOU DO NOT SHARE INFORMATION
✓ YOU DON’T ASK FOR WHAT YOU NEED
✓ YOU ARE CONTENT WITH THE STATUS QUO
✓ YOU NEVER CHANGE BECAUSE YOU’VE GOT IT ALL TOGETHER
"If you change yourself, you have already started to change the world"

www.facebook.com/GAwakening
EACH MEMBER IS A “LEADER”
SERVE THE MEMBERS-EACH ONE IS GREAT
 ACTIONS SPEAK LOUDER THAN WORDS

“Saying you’re a servant leader is a good start, but it is your behavior that makes it real for people”

Ken Blanchard
EFFECTIVE STEWARD
WE ARE NOT A TEAM BECAUSE WE WORK TOGETHER. WE ARE A TEAM BECAUSE WE RESPECT, TRUST, AND CARE FOR EACH OTHER. ...

@ValaAfshar

VICKI CLARK
BUILDING THE CAPACITY OF ORGANIZATIONS

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