SERVANT FOLLOWER TO SERVANT LEADER
A Transition to Formal Positional Leadership

Organizational Assumption: Team Member Performance Predicts Team Leader Performance

- Team member jobs are focused on the skills, knowledge and abilities to complete an operational task or tasks
- Team members are only responsible for the performance of their assigned tasks and not the performance of other team members
- Team member focus may be narrowed by the scope of their task as compared to the overall organizational vision

Different Roles: Team Member vs. Team Leader

- Leaders are focused on their relationships with all team members responsible for completing operational tasks
- Leaders don't perform operational tasks, they grow, inspire and engage others
  - If you are doing, you are not leading
- Leaders are responsible for the performance of ALL team members
- Leaders focus attention on wider organizational scope and their team's contribution toward meeting the organizational goals, objectives and vision

Servant Leadership Traits During Transition to Leadership

- **COMMUNICATE**: Frequent, Honest and Transparent (Be sure to LISTEN)
- **BUILD NEW RELATIONSHIPS** based on new team roles
  - Be Inclusive: Everyone has a voice (Safe environment for new ideas)
  - Be Open-minded: Collaborative Innovation
    - Your way may not be the only way or the best way
  - Get to Know your team
    - Individual meetings with all team members
    - What's working well and what can we do better? (+ delta)
    - Ask "wonder-full" questions, LISTEN, be open-minded
    - Determine team member needs, strengths, passions, & aspirations
      - Long-term: Start team member development plans
  - Establish expectations
    - What team members can expect from you
    - What you expect from team members
    - Role model behaviors
    - Accountability/Mutuality
- **BE PRESENT AND AVAILABLE**
- **PRACTICE STRENGTHS-BASED LEADERSHIP**
  - Align individual strengths with team needs
  - Team members want Hope, Stability, Compassion and Trust
- **CONSULT WITH A TRUSTED SERVANT LEADERSHIP COACH OR MENTOR**