



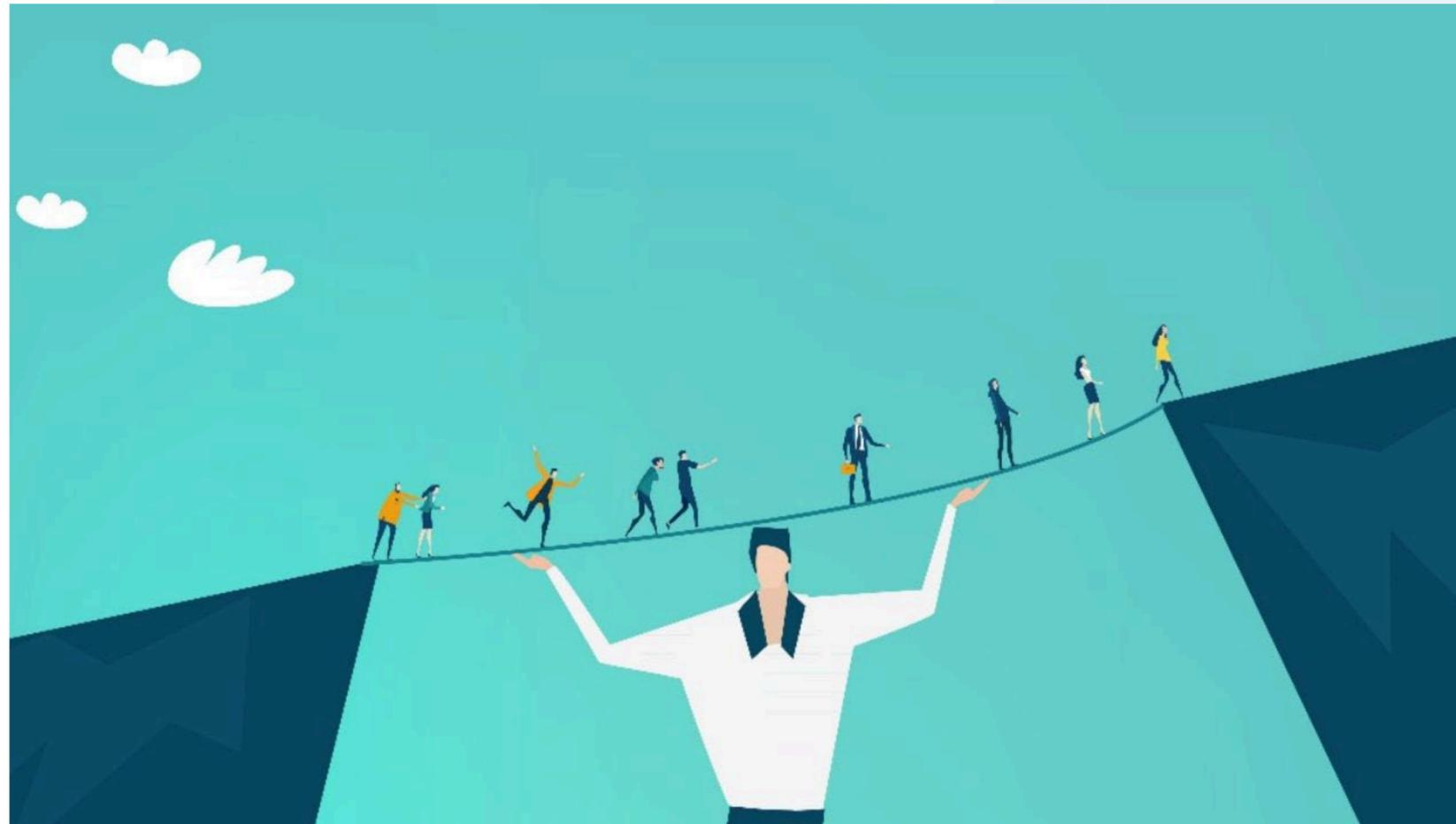
SARACAKIS
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COMPANIES

// Humble and Servant Leadership

The True Path to Empower Yourself and Others

In Motion for Over a Century





Leadership Transformation

We are moving from an era of individual leaders to an era of networked leadership teams that steer the organization.

Servant Leadership

Robert Greenleaf is credited as the first person to articulate the term servant leadership in his 1970 essay "*The Servant Leader*."

Greenleaf's Definition of Servant Leadership

"Servant leadership begins with the **natural feeling** that **one wants to serve, to serve first**.

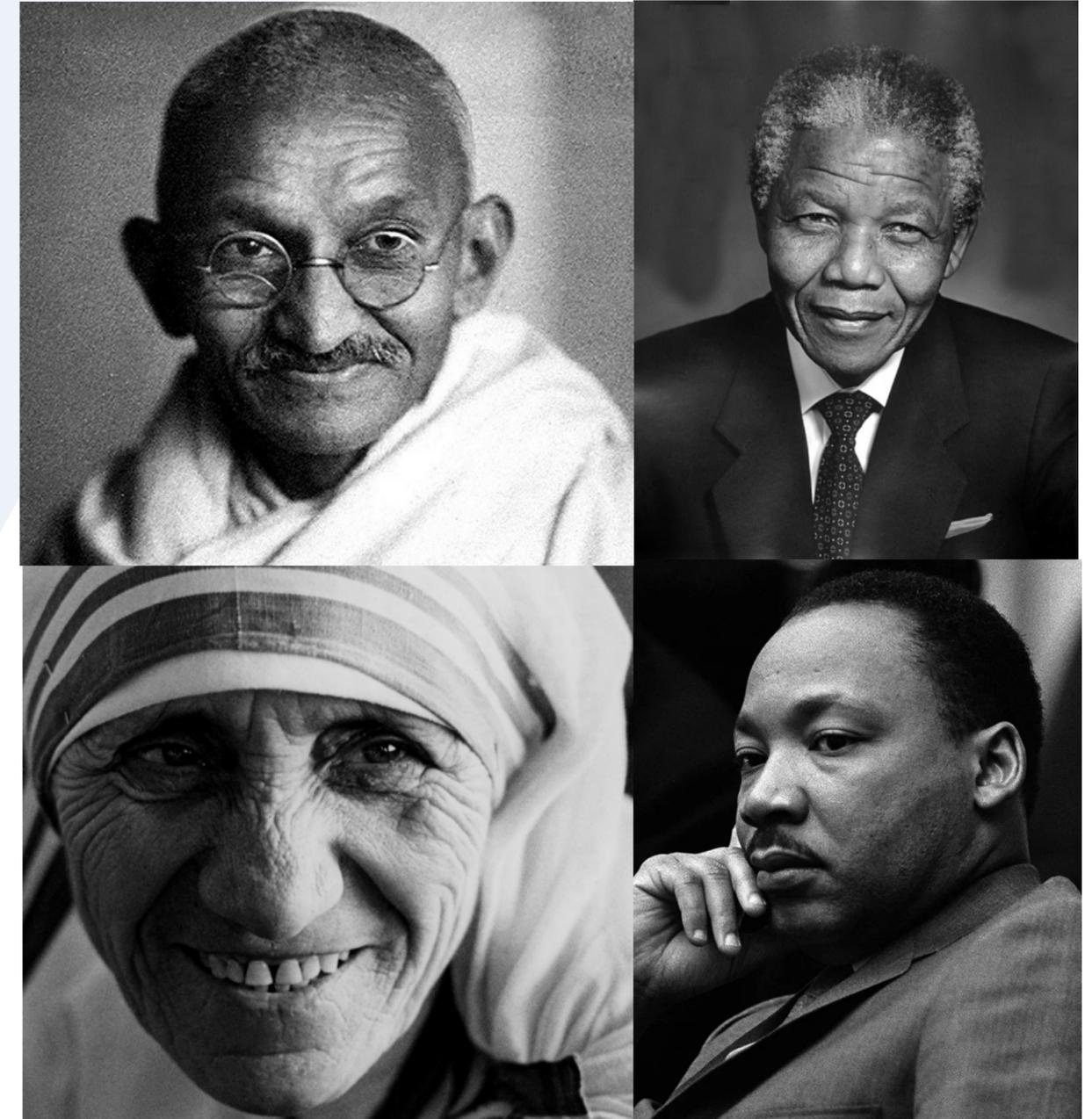
Then conscious choice brings one to aspire to lead.

The best test for servant leadership is:

Do those served grow as persons?

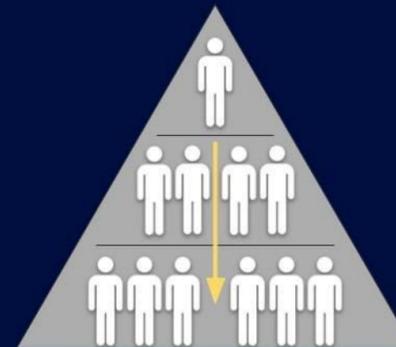
Do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?

What is the effect on the least privileged in society? Will they benefit, or at least, will they not be further deprived?"

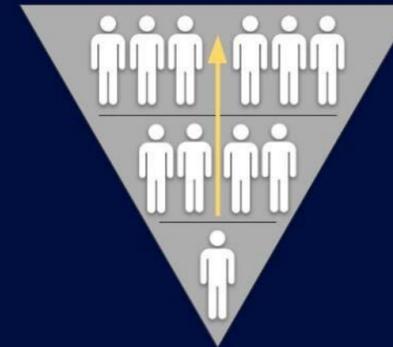


Servant Leadership

The Only Cheat Sheet You Need



Traditional Model
(top down)
Team serves the leader



Servant Model
(bottom up)
Leader serves the team

10 Tenets of Servant Leadership



Listening
Actively listen to others and try to understand what they're saying.



Empathy
Feel what others feel and value their unique experiences.



Healing
Help others achieve emotional and psychological well-being.



Awareness
Know yourself and how you impact others and the larger community.



Persuasion
Convince people to build consensus instead of commanding them.



Conceptualization
Balance today's tasks with long-term goals and dreams.



Foresight
Learn from the past to predict future outcomes and their impact.



Stewardship
Take responsibility for the care of your team and organization.



Growth Commitment
Help each person on your team develop personally & professionally.



Building Community
Create a sense of community and mutual respect in the organization.

ronniekinsey.net

Ronnie Kinsey



10		QUALITIES of a Servant Leader
L		Listening A deep commitment to listening intently to others. Ask clarifying questions and reflect what they hear from others.
E		Empathizing Seek to understand people's feelings about the situation. Assume good intentions. Does not limit holding people accountable.
A		Acting intentionally A well-developed self-awareness combined with general awareness enables you to make intentional, wise actions.
D		Dedicating time for others Actively look for ways to build relationships with others and foster a sense of community.
E		Empowering others Hire capable people and show them the way. Recognize that we have surrounded ourselves with them for a reason.
R		Removing obstacles Identify the resources others need to succeed. Look for organizational and situational barriers you can remove to help the team.
S		Serving others Approach people as a steward trusted to help them become their best and grow to better enable the team to reach its goals.
H		Helping with humility Seeks to convince others rather than coerce compliance. Effectively build consensus within groups and individuals.
I		Interact with integrity Radiates openness and authenticity. Knows that how the outcome is achieved matters as much or more than the outcome.
P		Persevering Keep a steady course in spite of difficulties, obstacles, or discouragement. Actively looks for ways to encourage to encourage others.

Make team members' lives **Easier**
Physically
Cognitively
Mentally
Spiritually
and Emotionally

Shape a **Clear Purpose** that
resonates with and generates
holistic impact for all stakeholders

Develop a **new level of**
Consciousness and Awareness of
our inner state.





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Self-less instead of Self-more Leadership



**SERVANT LEADERSHIP:
CARING FOR YOUR
PEOPLE FIRST**

“Being a servant leader is built upon the foundation of putting others first and yourself second.

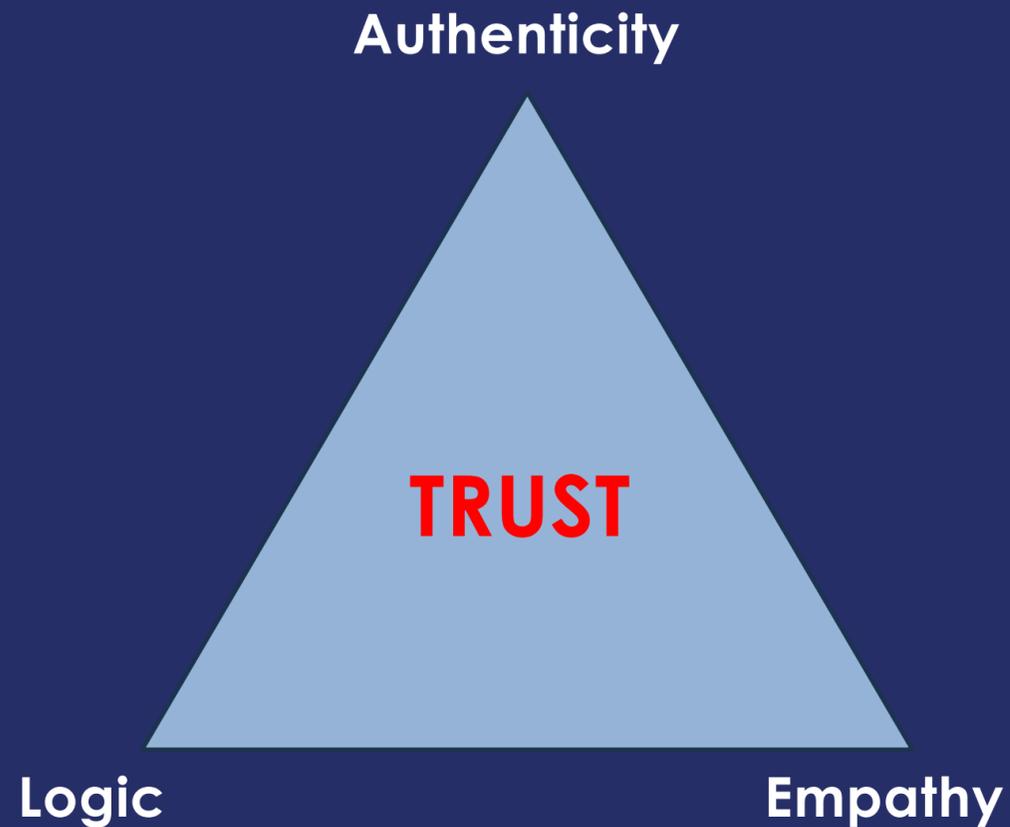
To truly serve your team, you must put their interests and needs before your own.”

Ben Lichtenwalner





The Trust Triangle



Why Empathy

If people think you care more about yourself than about others, they won't trust you enough to lead them.

Why Logic

People trust you when they have faith in your judgement and full faith on your ability to deliver your ideas.

Why Authenticity

People trust you when they feel they are interacting with the real you.
When people sense you are not authentic, they are far less willing to make themselves vulnerable to you and to let you lead them.

Compared with People at Low-Trust Companies, People at High-Trust Companies Report:

74%
Less Stress

106%
More Energy
at Work

76%
More
Engagement

50%
Higher
Productivity

13%
Fewer
Sick Days

29%
More Satisfaction
with their lives

40%
Less Burnout



Maslow's Hierarchy Of Needs



- Feeling psychologically safe allows people to perform their best at home, school, and work.
- Feeling safe to take interpersonal risks, to speak up, to disagree openly, to surface concerns without fear of negative repercussions.
- Feeling safe to admit mistakes, to be vulnerable, and to speak truth to power.
- Feeling safe fosters a more diverse and inclusive work environment.

Psychological Safety substantially contributes to:

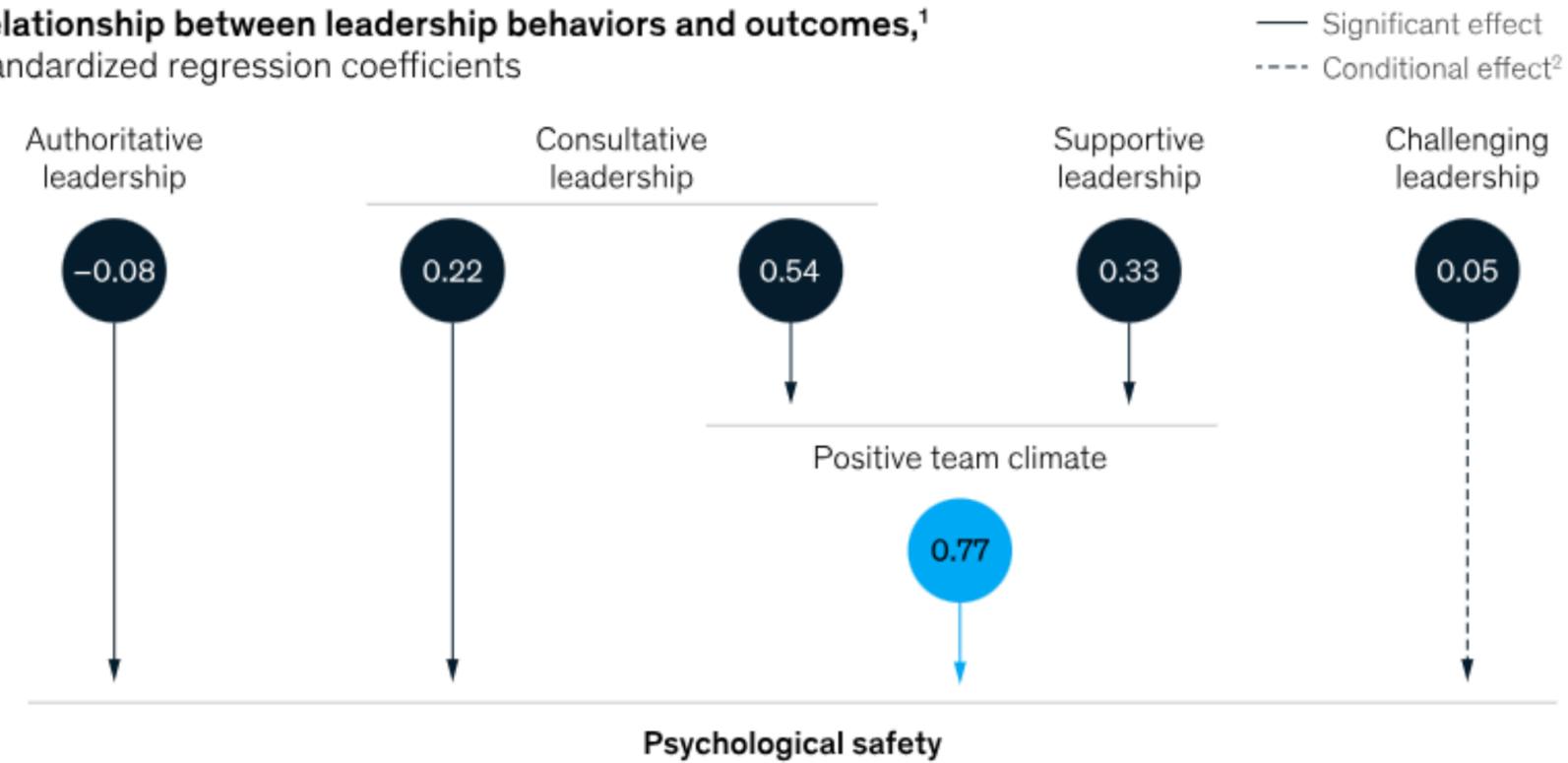
- Team Effectiveness
- Learning
- Employee Retention
- Better decisions
- Better performance

Abraham Maslow, 1943



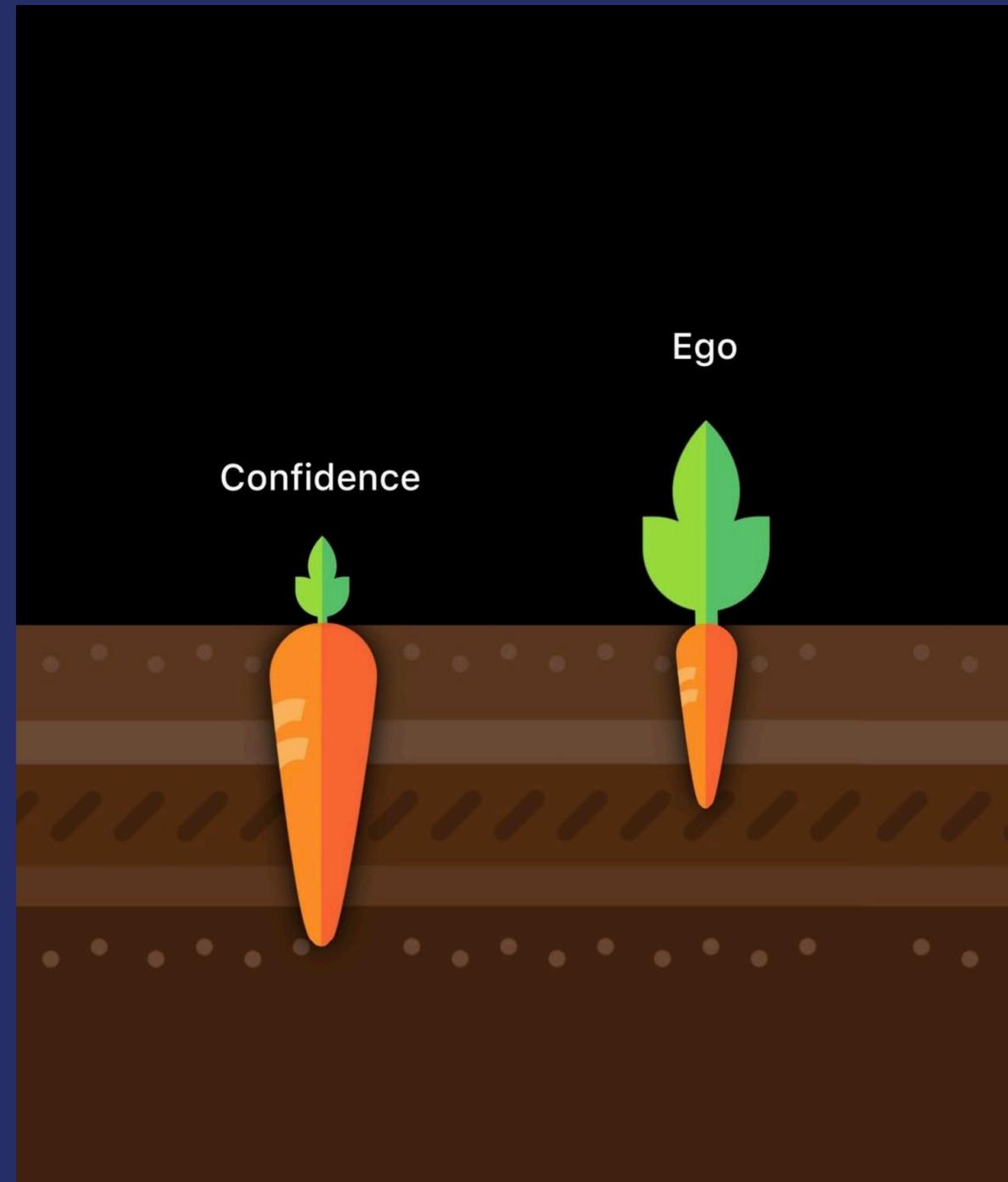
Leaders can increase the likelihood of team members' psychological safety by demonstrating specific behaviors.

Relationship between leadership behaviors and outcomes,¹
standardized regression coefficients



¹Nonsignificant effects omitted for parsimony.

²The effect of challenging leadership on psychological safety depends on the presence of a positive team climate.



Humility is at the core of Servant Leadership

- Acknowledge that you don't have all the answers and that you are willing to learn from your team members.
- Humility inspires followers to trust leaders.
- Humility should not be confused with a lack of self-confidence or insecurity. Quite the contrary, self-confidence and self-security are often displayed most authentically through humility. Humility is valuable because self-confident and self-secure leaders tend to inspire great trust in their leadership.
- People who are humble have solid self-esteem.
- Humility is related to sustainable organizational excellence.

Servant Leadership Mentality can enhance both **Team Performance** and **Satisfaction**.

Why is servant leadership important?



- Stay **Humble**
- Be **Authentic**
- Embrace Your **True Self**
- Be the kind of **Leader You Would Follow**
- Lead by **Example**
- Lead **with the Heart** 

*"The best way to find yourself is to
lose yourself in the service of others."*

Mahatma Gandhi





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// Thank You

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