

Welcome to Servant-Leadership at MSOE's July 2021 Roundtable

This Month's Topic Is "Commitment to the Growth of Others"



Servant-Leader Milwaukee

"The servant-leader is servant first. It begins with the natural feeling that one wants to serve. Then conscious choice brings one to aspire to lead. The best test is: do those served grow as persons: do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants? And, what is the effect on the least privileged in society; will they benefit, or, at least, not be further deprived?" (Greenleaf, 1977/2002, p. 27)

Roundtable guidelines

The Servant Leader Roundtable is a learning community. It is never intended to be a source of sales leads for products or services.

The roundtables are intended to be first-person conversations grounded in the participant's direct experiences. Practice and experience humility.

Promote mutual discussion: listen first to understand, and don't be dismissive of the input received through listening.

Keep confidentiality. The discussion of issues, ideas, and direction will not become a personal attack or return to haunt you in the future.

Share air time with others. Recognize that different individuals are more or less comfortable in groups.

Don't go off /stay off topic for long.

If you have a problem with someone, calmly and respectfully address the problem directly with them.

Thought to Contemplate

What is the role of Teachers in Servant Leadership?

From the "Things Doug Nelson is thinking about" series as he reads Robert Greenleaf's materials.

Schedule:

Noon-12:10: General announcements and Greeting

12:10 ~ 12:40: Break into groups for discussion:

Each group should be a combination of students, staff, faculty and community members. If your group is very monolithic, please have someone leave the break-out group and they will be reassigned.

2 Breath introduction:

Breath 1: Who are you?

Breath 2: What has been/will be the most interesting thing about this summer?

Read about your topic

Choose a student (assuming there is one) to **take notes** and **share out 1-3 takeaways** with the larger group at the end. It can be two different students if desired and there are 2 or more.

Discuss the topic

If you need help call using "ask for help."

You will get a 60 second notification that the groups will be brought back to the big meeting.

12:40-12:50: Small group report outs/1-3 takeaways from the group (< 1 minute each)

12:50: Official Adjourn and after discussion if desired

Developing Your Colleagues

Robert Greenleaf proposed a new business ethic, which was that "the work exists for the person as much as the person exists for the work. Put another way, the business exists as much to provide meaningful work to the person as it exists to provide a product or service to the customer." Work should provide people with opportunities to learn and grow and fulfill their potential. When your colleagues grow, the capacity of your organization grows. Developing colleagues includes a commitment to extensive on-the-job training, as well as formal education, new assignments, and internal promotions.

- ✓ Do we provide them with opportunities to do their life's best work?
- ✓ Do we give them opportunities to grow as people, to learn and develop?
- ✓ The freedom to make mistakes without fear but with enthusiasm and support?
- ✓ Do they flourish in our workplace in that as the time they serve passes, they become more skilled, wiser, autonomous and better servers themselves?

Discuss and share key takeaways with large group at 12:40pm (Central)