

## Welcome to Servant-Leadership at MSOE's February 11th, 2022 Roundtable

This Month's Topic Is "Healing"



### 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

"I'm not quite there, yet."

Quoted from Don Frick's oral presentation at the 2020-21 International Servant-Leader Summit

In Greenleaf's writing, he refers to the definition of healing as to make whole and recognizes that that wholeness is something to be sought.

Pat Falotico, Past Greenleaf Center for Servant Leadership CEO

And Nelson adds: How can each of us be more Whole?

## 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, faculty and community members. If your group is not, please leave the break-out group and you will be reassigned.

2 Breath introduction:

Breath 1: Who are you?

Breath 2: Share a valentine's day tradition?

Read about your topic

Choose a student (assuming there is one) to **take notes** and **share out** (assuming that there is more than one) with the larger group at the end.

Discuss the topic

If you need help ask

You will get warnings before the report-outs need to happen.

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

12:50: Official Adjourn and after discussion if desired

***Group 1- Wholeness (healing) is cultivated through relational bond with others. Wholeness (healing) is inseparable from relationship.***

Servant leaders understand that wholeness (healing) for themselves and others is produced through **relationships** - it is something that is experienced as a function of the quality of relational association with others. The journey towards wholeness (healing) requires that dedicated time be spent cultivating relational bonds with others and building community - developing shared understanding, generating a sense of mutuality and caring, nurturing awareness, connection and appreciation for others, searching for opportunities to help others make meaningful contributions and engaging in activities that promote the increased self-worth, acceptance & capability in others.

**Do you agree? Why or why not? Can you be a good leader without forming quality relationships? What can you do to cultivate bonds with others? Other thoughts to share with larger group?**

***Group 2-Wholeness (healing) occurs by taking a systems thinking perspective.***

Servant leaders are systems thinkers when at their best. They understand that when wholeness (healing) is experienced at the total **system level (organization, community, and world)** - a framework of sustainability for the future is created. Servant leaders help build servant institutions - and they do this by fostering a culture of transformation and innovation - they help organizations understand that this is a capability that they already possess. They help their organizations to value and utilize the differences with the system to elevate its collective competence and achieve breakthrough levels of improvement. They do this by: involving as many people as possible in the journey of change; fostering an appreciative spirit and focus the system's effort on the possibilities for the future; embracing diversity and inclusiveness at all levels to create shared understanding; developing system infrastructures of communication and feedback to measure and communicate progress; promoting self-organization groups who have the will, experience, and energy to address opportunities and new possibilities. Ultimately, servant leaders seek to promote wholeness (healing) through system contributions that increase awareness and understanding about how to live and function more responsibly and act as stewards of the critical resources that have been entrusted to them.

**Do you agree? Why or why not? Why don't all organizations already do this? Is it difficult? Does it take more work, money, time? What are the benefits? Would you like to work for such an organization? How can you play a role? Other thoughts to share with larger group?**

***Group 3-Wholeness (healing) is sustained through greater inner awareness.***

**Self** is the starting point for all great leadership - and servant leaders understand that they cannot seek to become more whole without a clear focus on developing the potential that exists within themselves. In effect, they seek to heal themselves - it's their obligation and accountability and they accept it willingly. This self-development journey requires dedicated time be spent growing their inner self - engaging in activities that promote lifelong learning, growth, & personal discovery; taking part in reflective practices that stimulate insight and greater self-awareness; and seeking a greater sense of personal integration (a higher sense of congruency, clarity & centering). They pursue development strategies that seek to eliminate self-serving boundaries, divisions and self-interest.

**Do you agree? Why or why not? Is it important to heal yourself before you can help heal others? Can you be a good leader without being whole? What can you do to make yourself whole? Other thoughts to share with larger group?**