



The Servant Leader

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Best-selling author of *The One-Minute Manager*, Ken Blanchard, along with Phil Hodges, reveals the meaning of servant leadership modeled after Jesus Christ. Based on Blanchard's and Hodges' Faith Walk seminars, business leaders come to realize that teams are more powerful than the sum of the individuals and to recognize their people as appreciating assets.

Servant Leader summarizes the Four Dimensions of Leadership:

the head (leadership assumptions and methods)

the hands (application and leadership behavior)

the heart (edging God out)

the habits (solitude, prayer, study of scripture, unconditional love, etc.)

The thousands who have attended his seminars witnessed the transforming power of this unconventional approach. Readers seeking to grow as leaders and business executives will find *Servant Leader* nothing short of life-changing.

The Servant Leader Details

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From Reader Review The Servant Leader for online ebook

Steve Hager says

Need to read page 33 daily.

Chad Stutzman says

A friend gave me this book. Short book filled with great insight. Here is a question to ponder: How would Jesus do your job differently than you do? I plan on getting extra copies to give to people. Great resource, very focused and filled with Scripture.

Rob Markley says

Lacked anything deep. The sort of thing a senior manager might have on his coffee table to glance at as a reminder from time to time but not really something to read as a book

Philip says

Alright, I read this for a class. You can probably tell what I thought of it from the stars and the review itself. Actually, I didn't review it. I took the posts I made for class, and copied them over here.

I didn't copy in all of the responses, because A: I didn't get anyone's permission; B: That would take too much time; C: I can't imagine anybody reading this review anyway.

If you had to read it for a class, leave a comment and tell me what you thought. (If you have time.)

READING 1

I always try to be completely honest in my posts - so staying in line with my convictions, I have to say I'm a little bit skeptical of this book, although I'm going into it with an open mind. Page 9 starts off, "Business and beliefs. Jesus and your job. Personal and professional. Servant and leader. Even seeing those words paired together makes people uneasy." It's not the notion of "servant and leader" that makes me uneasy. It's the notion of Jesus as a businessman. As for hiring Jesus to be the leader of a business? The resume looks good for a homeless preacher, but think about some of the other things he said and did: "It's easier for a camel..." Come on now, you all know this one. Or how about The Widow's Mite? I'm not sure corporate would agree with that outlook. (Or the mega-church, for that matter.) Didn't Jesus get more people to quit their money-making jobs rather than stay with them? I mean, here's Simon tending his nets - then Jesus comes along and Simon quits his job and takes on a new name.

Granted, Jesus did get his workers to work for him for a lot less money, that might be something the business world would like to emulate.

Obviously, this is a problem for all businesses - especially ones with Christians at the helm. Reconciling the

money issue is often over-simplified, or outright ignored. And I'd certainly rather be working for an employer that follows Christ's example of caring for the less fortunate than an employer that put overhead above all else. (It helps that Chick-Fil-A has great food, and those killer grill-shaped fries.)

This is one plus of being a teacher. It is not difficult to be a servant and a leader at the same time. I can serve God and people, and I don't often think about how much money I make.

READING 2

I found this devotional reading much more palatable than the last one.

Whereas it seemed like the last one's concern was mainly financial, this one dealt with spiritual aspects of servant leadership. Good deal. As such, there was quite a bit more I could relate to.

Page 28 asks, "How do we edge out God?" It lists several examples of why leaders do this: power, recognition, appreciation, money... In my building, I don't think we have too many power-hungry leaders. In fact, the majority of the leadership positions - like team leader, or department chair are generally positions conferred because they didn't decline the offer fast enough - or have poor boundary issues in general.

As such, in my positions of leadership I find myself seeking appreciation. Power hasn't really been a motivator for any of us. In fact, I think the majority of my colleagues are motivated to get out of these leadership roles as they often take time away from the classroom - be it directly, or in planning. Along these lines, I don't think any of us are afraid of feedback or losing their position.

Something else the book noted that is worth mentioning is shooting down ideas that aren't your own. Cliques emerge, and it's very easy to side with the power. It's easy to be so caught up in an idea that I've come up with that I lose sight of the problem I'm trying to help solve. And it's so easy to shoot down an idea from someone I have little respect for rather than listen to the idea to see if it has any merit. I've found that Christians - as a whole - are often guilty of this as well. We don't participate in certain practices, because they're associated with another denomination: even if the practices aren't unbiblical and may be helpful.

I thought the passage on fear was decent and true.

Maybe I'll end up coming around to the book. As a good servant leader would, I'm withholding judgment. (That is what a good leader would do, right? A very successful businessman once told me it's often better to make a quick bad decision than agonize over a decision that could go either way.)

Just for fun, and to make me look like a jerk/idiot:

I thought it was funny that pg. 40 alerts us that "How to Altar* My Leadership EGO" is *not a spelling typo. I found a spelling typo on page 33 that I wouldn't have brought up, had it not been for the asterisk. "Obey Jesus plan, honest speech."

I thought it was funny for a number of reasons, but whatever. I'm also aware that by pointing it out, it opens me up to all sorts of criticism since these posts are all written, and kept for who knows how long. I've found it troubling that the red squiggly line no longer automatically appears and that we have to click on the spell check button.

READING 3

In an effort to stay positive, let's focus on what I liked:

- Direction
- Values - and their ranking
- Flipping the hierarchy

I think direction and values are pretty obvious.

Brief and valuable aside Every time I hear the phrase "need direction" I think of a line from one of my favorite musicians: "You and your direction, and me the mapless jacka** not going anywhere. I'm not going anywhere." You can get a free download of the song from his bandcamp page:

<http://chrisstaples.bandcamp.com/trac...> - most songs are a little poppier than this one, but whatever... *I make no apologies for this aside.*

Yes, a company needs direction - and so does a school. I started to clamp up while I was reading this though, because direction isn't enough. A leader can outline the direction for a school to take, but if there is dissent - heading off in that direction may prove difficult. Furthermore, without values, direction is meaningless.

Values: good. I only wish the authors would have put this section before direction. Then I wouldn't have had the thought "but the mafia has a sense of direction, is well organized (or at least was well organized) yet is not a very good model for Christ-like servant leadership."

The biggest plus I took out of this chapter came from page 54: "Effective implementation requires turning the hierarchy upside down so the customer contact people are at the top of the organization and are able to respond to the customers, while leaders serve the needs of employees, helping them accomplish the vision and direction of the organization."

I believe this to be very applicable in the educational realm. I know, our students - and their parents are not customers. The business analogy breaks down eventually. But I think it fits in this case. Teachers need to be at the top, and the administration needs to serve and help them accomplish the vision and direction of the school.

Alright. I promised not to focus on the bad, but there was just too much for me. Let me just say one. This quote really rubbed me the wrong way: "...*Because life is all about getting A's, not some normal distributive curve.*"

Really? Life is all about getting A's? I'd say life is about relationships: how we relate to God, our family, our government, our friends, our environment, our enemies... Life is about making mistakes and learning from them. It's not the A. It's the process. We agree: it's not about the curve. And maybe he's saying: "I DO teach them throughout the year though - it IS still about the process." And I (Philip) give out review guides. And occasionally, if I give essay tests, I'll give out the essay questions ahead of time. But not because life is about getting A's. **If life was about getting A's, I think we're all doomed.**

READING 4

My biggest aha moment came during the 7 reactions to change - and how leaders should respond to those reactions. Recently, schools in Indiana have been faced with a lot of changes. And it's true, many of us felt

"ill at ease" about these changes. We also felt alone - even though we were all in the same boat. We thought about what we'd have to give up, and we were overwhelmed by the amount of change. We were concerned that we didn't have the money (or the bandwidth) to implement all the changes that the state called for.

Some of the ways to "ease the transition" were easy for the leadership. For instance, the book says, "don't try to sell the benefits of the change effort initially." This wasn't a problem for our administration, as they were essentially in the same boat we were in. What was difficult was "tell people what to expect." Our leadership wasn't told what to expect either. (This all comes from pages 66-67.)

As you can tell, my attitude (my, "emotionally charged bits of knowledge" - pg. 64) isn't completely in the positive realm with all this change. But honestly, my administration showed true leadership in implementing what they were told they had to.

READING 5

The bookend habits of this chapter were the best for me: 1)solitude and 5)accountability relationships.

I haven't read any of the other posts yet, but I'm willing to guess that the idea of solitude resonated with a majority. (And now that I'm putting myself out there, I certainly hope it's does.)

Teaching is such an emotionally draining job. Students (and one may argue humanity in general) are overwhelmingly needy, ignorant, often petulant, attention starved beings who believe the role of the teacher is their personal caterer.

Yes, I found the idea of solitude appealing. This is one of the reasons I'm glad I have a little bit of a drive to work. Twenty minutes isn't much, but on the way there it gives me time to gather my thoughts and brace myself for the day. On the way home, I can take a few deep breaths and reflect on how it went. (Or I can listen to Firestarter or Ender's Game on audiobook if I'm so inclined... I know this is branching from solitude...)

The other habit that really struck home (as they say) was "involvement in accountability relationships." The story of Moses and Jethro was great. We all need somebody to hold us accountable. I'd argue that we need a couple people. I have my wife, and my college roommate as my true accountability partners. Proverbs 27:6 really struck the mark (as they say) ... (what's with all the striking?) "Wounds from a friend can be trusted. But an enemy multiplies kisses." If only my students understood this. Friends don't "create drama." Friends let you know the truth. If you create drama from this, shame on you. If they were genuinely trying to create drama, they're probably not your friend.

Along these lines, I like to be open to the views of others. But I try to filter everything first through a biblical lens, and then through my experience. If it doesn't ring true, I listen, but I'm always skeptical.

READING 6

"Leadership is not something you do to people; it's something you do with people." (pg. 113)

It's no secret that I had trouble with this book. It was my least favorite book of the class - mainly because it's hard for me to reconcile Jesus with free-market capitalism and business over-head. I mean, "Ye cannot serve

God and mammon" comes to mind, right?

Yet, after the first couple chapters the book lightened up on the money approach and looked pretty much solely on leadership. ...Still, my perception had already been tainted. Sorry, Ken Blanchard and Phil Hodges - although I'm sure you're doing fine.

I also realize the value of a book like this specifically geared towards the business sector. It's just that education is NOT the business sector! I bet Blanchard and Hodges would write a version of the book geared toward teachers if someone would alert them to the fact that they are sitting on a TON of money. They could incorporate pictures of apples and desks and what not... (Did anybody else feel like there were a LOT of pictures in this book?) Seriously though, we should write to them.

Since I've already said all of the previous stuff in every post about this book, let me say a couple things about this chapter. Again, I didn't hate this one. It contained too much scripture for me to hate it. The verses were great, and they made up the bulk of the reading.

"Let not the wise man glory in his wisdom. Let not the mighty man glory in his might. Let not the rich man glory in his riches."

"Cast your burdens on the LORD and He shall sustain you."

"Trust in the LORD with all your heart, and lean not on your own understanding."

THAT. That is some good reading right there.

Also, the quote at the beginning: *"Leadership is not something you do to people; it's something you do with people."* (pg. 113) Maybe it's a simplistic platitude, but I liked it anyway.

grant says

Servant Leader is a great guide for implementing faith and growing as servant leadership.

Thank you to Ken Blanchard and the team that prepared this book. God bless you all for being servant leaders and for sharing what you have learned from our greatest and most loved Servant Leader, our Lord and Savior, Jesus Christ. I am grateful, inspired, and motivated to apply and practice the invaluable lessons, ACTS, shared in this book.

Nithin Thompson says

This was a fun and inspirational little book u can read pretty quickly. None of the content is new if u are a regular consumer of books. But good reminder for me that growing as a leader means developing daily habits that will take I where u want to go.

Anton Dubrovskiy says

The best book on leadership I've ever read. And translated :)

Tim says

A small gem of a book. Essentially a "survey book" that summarizes leadership principles from a servant leader perspective. Skeptics may be turned off by Jesus as role model and by the scriptural references, but even so, this is a very strong book on leadership. Part textbook, part devotional, the book is rich and pithy. Read this book, and then ask yourself what the world would be like if all leaders practiced these principles.

Shelli Smith Bass says

Leaders today need to Revisit this book

As four generations are in the workforce today, I picked my book up again for another read. Today's leaders are more like parents or Role Models if you are a servant leader, so I enjoyed my refresher. So much is changing, and I am preparing the next generation of leaders so it's important to do it right. I love this book. I'm a Christian. It may not be a book for you if you do not believe in Jesus. The business principles are still spot on nevertheless.

Reid says

This really changed the way I think of Servant Leadership; Jesus was a slave to the vision/revelation God had given Him about what He wanted to do with His life. I also want to be a slave to the LORD and the vision He has for my life.

I don't want to waste the rest of my life, rather I want the LORD to redeem the rest of my life with what I have left.

Blanchard and Hodges break down Servant Leadership by describing how one lives, with these attitudes about 4 areas of life:

HEART (EGO - Edging God Out or Exalting God Only in what you are doing)

HEAD (what is the clear and compelling vision God has given you/revealed to you that excites passion in you?)

HANDS (Are you really willing to be a Servant Leader and intentionally invest in others' lives?)

HABITS (Daily recalibrate, 5 disciplines of Solitude, Prayer, Storing up God's Word, Faith in God's unconditional love, be involved in accountable relationships)

Emily Henderson says

This book is a must read for all those serving in any type of leadership capacity. This is a library book. Buy share and bless your team.

Brett says

Discussing the heart, head, hands, and habits of servant leaders, this small, gift-book is heavy on design and graphics, but offers little content and far less depth. Here, Blanchard and Hodges provide a brief introduction to the themes of servant leadership. C+

Mel says

A great read no matter what industry you work within. It is a book woven with Scripture and I think even if you don't believe in God, there's still some good principles to be found.

Analiese Murphy says

.

It has all the basics of what I want to practice everyday to stay connected to God and people. Very deep rooted manual, helps with the Bible study.

David Wu says

Didn't find this book too helpful from a management perspective. Everyone knows to set a vision - This just tried to put a Christian twist on everything. Would have loved to see more practices and exercises.
