

EFS SERVANT LEADERSHIP NEWSLETTER

"There is nothing in this world that gives a greater ROI to a leader that attracting, developing, and multiplying leaders." John C. Maxwell

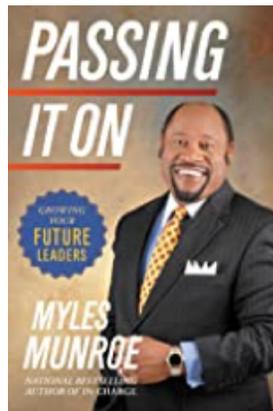
EFS SERVANT LEADERSHIP NEWSLETTER

TOPIC THIS ISSUE:
BUILDING SUCCESSION-REPRODUCING LEADERS



REFUSE TO BE SEEDLESS FRUIT

BY: DR. MYLES MUNROE



Many years ago I went to the supermarket to run an errand for my wife. While there, I walked over to the produce section. As I surveyed the many fruits, vegetables, and juices, I noticed a sign that said, "seedless grapes" and seedless oranges." At first I thought it was a gimmick because I had never heard of such things. I thought, "Is it possible for there to be fruit without seeds?"

I asked the attendant in the store. "Is the information on these signs correct?" He smiled and said, "This is the new trend." I reached out and picked up a beautiful orange. It looked normal. It smelled normal. I thought to myself, "Is this our future?" and the answer exploded in my mind. This fruit has no future.

Suddenly, I realized the future of everything exists in the seeds of that thing, and where there is no seed, there is no future. I walked away from that supermarket forever changed; fully understanding the principle of seedless fruit applies to all of life. **Every organization, political party, church, corporation, and even family must cultivate, identify, secure, and develop potential seeds within its context that will guarantee the perpetuation of that entity.** This is mentoring. The process of mentoring and the principle of succession protect all organizations from becoming seedless fruit. Seedless fruits only satisfy the present, focusing on the immediate gratification at the expense of

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posterity.

Mentoring is the seed that we plant for future generations. Many leaders, however, are like the seedless grapes. They do not produce a seed that can readily reproduce more of the same. A fruit is dependent on the tree. If you leave it on the tree, it will eventually fall to the ground. The fruit becomes independent, but that is not the final stage. You might think the goal of an orange tree is to produce fruit, but that is not true. The goal is produce seeds. When the fruit fall from the tree, the greatest gift that it can give to the world is the seed that it contains. The purpose of the tree is not to produce the fruit, but the seed. You can go to the grocery store and buy seedless grapes and seedless oranges. That is fruit with no future. It cannot reproduce itself.

Mentoring assures that we do not become like seedless fruit. As a leader, your greatest contribution to life is not your leadership, but the see—the leaders that you produced and carried to maturity. You can reproduce your own kind. You can transfer all that you have become into the next generation.

IT'S A RELAY RACE

BY: DR. MYLES MONROE



“The greatest accomplishment of leadership is not attaining it, it is releasing it.” It is important to understand that leadership is a relay race, not a sprint or a marathon. Leadership is

about passing on knowledge, experiences, wisdom, and achievements to the next generation. Remember, in a relay the whole team wins!

In many endeavors, we have people who are eighty years old who are still trying to be in charge. Talented young “lions” are waiting to do something great for the organization, but some old “lion” is blocking them, declaring, *“the race is not to the swift but to those who endure and I am going to die here.”*

That is the attitude of the marathon runner. Leadership is more like a relay than a marathon.



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What is a relay? A marathon only has one winner. When you run a marathon, a thousand people could start the race. Only one wins. That runner gets all the glory. A relay is different. One runner starts for each team. Each person runs only a leg of the race. The team shares the glory.

Endurance is valued in a marathon. A victory in that event rewards individual performance and persistence. The prize goes to the one who crosses the finish line first after the grueling, long race that pits individuals against each other. In a relay, each runner runs his leg of the race and hands off the baton swiftly and securely before the next runner can start. Now when the last team member crosses the finish line is a victory declared. The team has won.

We see a dramatic variation of this every four years when runners of many nationalities carry the Olympic torch around the world to the next venue for the games. Each runner covers the assigned distance, passing it from one to another, until that last bearer enters the host country's arena during the opening ceremonies and lights the fire that serves as a symbol of the games.

This is a good model for leadership succession, (mentoring, and coaching). *You have to know when you have finished your leg in this company, in this church, in this organization, or in this government.* You are not supposed to die holding the baton. You do not have to stay on the marathon course at eighty.

Leadership is about successful transition. Who in your organization has an arm extended, hand open waiting for that baton? Can you think of someone? In life, business, government, church, family, organizations, we can only run the distance of our one limited life and pass on the baton. Transfer the torch. Servant leaders do not see the development and success of followers as a threat, but rejoice when others do not need us for everything we used to do for them. The transfer of our skills, knowledge, wisdom, and gifts is proceeding on schedule. **Therefore, the first true act of leadership is to identify your replacement and train them.**



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OUR HUMANITY IS FULLY REVEALED IN SERVANT LEADERSHIP

BY: TONY BARON, PH.D.

Followers forget that leaders are human. Followers can place unreasonable expectation and hold their leaders to impossible standards that they are unwilling to hold for themselves. They forget that everyone, including leaders, has two core needs in life: **to love and be loved.**

What does this have to do with leadership? Everything. What does this have to do with business? Again, everything! We are spiritual beings and social creatures. If you ignore our spirituality and our social needs, you will never be more than a transactional leader. Of course, people have other needs, for example the need to create. But if you don't meet the indispensable need to love and be loved, the other needs will suffer, and we will be unable to live life fully.

The confusion for leaders is that the meaning of love has taken a beating. So much so that many in our society cannot tell the difference between the concepts of **love, like, and lust.** The ancient Greeks had several words for love, describing more clearly the difference between romance, friendship, and charity. The one word that best describes the heart of a servant leader is the Greek word *agape*. The word properly applied will describe the interrelationship between our psychological need to love and be loved, the rule of life in servant leadership, and the realities associated with the business world. *Agape* means to choose to seek the best for others. Servant leadership is intentional action that seeks the best for others.

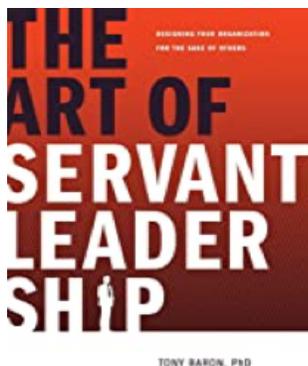
Servant Leadership is the only kind of leadership that recognized the basic need of all human beings. By its very nature, servant leadership is transformational, instead of transactional. **Servant leadership is people driven, instead of project driven.** Servant leadership allows everyone to win, instead of just the chosen few.



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PEOPLE MATTER

BY: TONY BARON, PH.D.



Great servant leaders develop their followers into servant leaders themselves. We first look for those within the organization who are already demonstrating servant leadership behaviors. They know that servant leaders inspire others to follow and model their principles and practices. Others who have great potential never threaten servant leaders. In fact, they are

drawn to them and willing to give their power away to enhance their growth. Dr. Pete Drucker, the foremost academic guru on leadership in the twentieth century, once said, **“There is no succession without a successor.”** The servant leader produces successors!

Someone asked me, what kind of people do I look for when I recruit? I said, smiling, **“F.A.T. people.”** The person wasn’t insulted. In fact, he knew I struggled with my waistline far more often than he did. So he said, “Seriously, how do you choose?”

I told him the idea wasn’t original with me. In fact, I learned it in my teens from my pastor, who said, “When I look for people, I look for those *faithful, available, and teachable.*”

So when I recruit, I look for people who are:

- **Faithful** to the principles of a more experienced servant leader
- **Available** to model the practices of a more experienced servant leader
- **Teachable** and ready to learn the proclamations of a more experienced servant leader



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THE SIGNPOSTS OF TRANSFORMATIONAL SUCCESS

BY: TONY BARON, PH.D.



Robert Greenleaf has been known as the father of modern servant leadership. In his seminal work, *Servant Leadership*, Greenleaf shares the signposts of success in his description of a servant leader. He explains, “The best test, and difficult to administer,

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 he benefit, or, at least, will he not be further deprived?”

The signposts of transformational success are:

- * **Choosing** to serve first, aspiring to lead second
- * **Recognizing** that your highest priority is to serve the priorities of your team
- * **Growing and learning**, personally and professionally
- * Working your business and your particular vocation **for the sake of others**
- * **Creating** other servant leaders
- * **Making a difference** of in the lives of the least privileged
- * Creating an environment of **creativity, stewardship, and mentoring**

