PUT
Others First

PROGRAM TIME
60 Minutes

SUPPLIES
- ⬀ [PowerPoint](#)
- ⬀ [Pre-Assessment](#)
- ⬀ [Post-Assessment](#)
- Pen/Pencil
- Laptop/tablet

LEARNING OUTCOMES
- Members will define servant leadership.
- Members will identify the difference between servant leadership and traditional leadership.
- Members will list the key principles of servant leadership.
- Members will identify strategies to empower a team.
- Members will learn the importance of sharing gratitude.

FACILITATOR TALKING POINTS

5 Minutes

SLIDE 1: Welcome
Welcome members to this month's Elevate program and describe its purpose.

Welcome, sisters, to this month's Epsilon Pi Journey program! The Epsilon Pi Journey aims to meet Alpha Gams where they are in life and encourages sisters to come together with the goal of seeing our *talent of leadership multiplied*.

SLIDE 2
As initiated members, we participate in the Elevate path of the Epsilon Pi Journey. Each month we will spend time focusing on a different theme to elevate our personal and professional skills.

SLIDE 3
This month we are focusing on **practicing servant leadership.**

Consider adding an element of interactivity here. Ask members to think about a leader in their life that they admire. What are some of the characteristics and qualities they have that make them a strong and admirable leader?

Document responses on a flipchart paper, whiteboard, etc.

SLIDE 4: Expectations
Set expectations for behavior and participation.

Before we get started, we need to agree on some ground rules. Our time together is limited to an hour, and we plan to accomplish a lot. For us to be successful, we must agree to do three things:

- **Be actively engaged.** Refrain from checking your social media, texts or email; working on unrelated tasks; or otherwise disengaging from our conversation.
- **Trust the process.** Each aspect of the Elevate path has been carefully selected to inspire us to build the skills we need to impact the world. Please trust our thoughtfully arranged to-do list and complete each step with eager positivity.

- **Be respectful of one another.** We may cover some heavy topics throughout the Epsilon Pi Journey's Elevate path, and this should be a productive, respectful space for us to share authentically and express ourselves.

There is a lot you can expect to gain this year from your participation in Elevate! Your return on investment is up to you.

Take a moment to check out Alpha Gam's Acorn app and review the ROI reminder in the *Alpha Gams Practice Servant Leadership* course.

The ROI tile outlines the Elevate activities you're encouraged to complete to earn badges to display on your professional networking profiles.

If we can be actively engaged, trust the process and respect each other, we will see our talents multiplied.

SLIDE 5: Schedule
Today's program will explore servant leadership and identify ways we can integrate servant leadership practices into our lives.

Before we continue, take a moment to complete the pre-assessment using the QR code on the screen.

If you are hosting this program virtually, copy and paste ↗ **the link** *in the chat.*

TRANSITION	Is everyone comfortable and ready to begin?
FACILITATOR TALKING POINTS 5 Minutes	**SLIDE 6: Servant Leadership Defined** When you hear the word "leader," what are the things that first come to mind? *Allow time for members to share their definition of a leader. Record the responses on a whiteboard or flipchart.* When we think of a leader, we consider someone who takes charge, makes decisions, and directs the team to meet their goals. Great leaders tend to have prominent personalities, can command and motivate the room, and have strong delegation skills. Those are all common characteristics that we consider when thinking about the traditional leader, but today, we are going to discuss the servant leadership theory, which offers a different leadership approach. As the name implies, servant leadership focuses on providing service to the team or organization. In doing so, servant leaders prioritize the success and well-being of their team over their own needs and desires.
ACTIVITY INSTRUCTIONS	**SLIDE 7** Servant leaders share similar qualities as traditional leaders, such as motivating your team and building trust, but they have an opposite power structure. Traditional leadership favors a top-down structure where authority starts at the top and works its way down the pipeline. Whereas in servant leadership, the influence is shared as decision-making is encouraged by all members of the team.
TRANSITION	Let's take some time to futher explore the key principles of servant leadership.

SLIDE 8: Key Principles

Robert Greenleaf developed the servant leadership theory in the 1970s, and through several years of research, it has been synthesized into ten characteristics or principles. These characteristics are integral in building trusting and authentic relationships with teams and organizations, which is the foundation of practicing servant leadership.

SLIDES 9 - 18

Ask members to volunteer to read each characteristic and its definition from the slides. Click through each slide to reveal the definitions.

- **Listening –** Listening is the most essential part of communication. Servant leaders listen with the intention to learn and integrate periods of reflection.
- **Empathy –** Leaders who practice empathy make a genuine effort to understand and share the feelings of others.
- **Healing –** Servant leaders show compassion and help others overcome emotional hurdles or relieve stress and suffering.
- **Awareness –** Leaders who exhibit this characteristic are conscientious and have a strong awareness of the organization's values. They also practice self-awareness and understand how others perceive their actions.
- **Persuasion –** Servant leaders influence their team to act through consensus building, as opposed to coercion.
- **Conceptualization –** The ability to see the big picture and unite the team around a common purpose. Leaders strong in this characteristic are visionaries, thinking long-term to create solutions for problems that may not yet exist.
- **Foresight –** Similar to conceptualization, foresight allows leaders to foresee possible outcomes to situations. A leader with foresight can weigh the pros and cons to determine the impact of the decision on the organization.
- **Stewardship –** Understanding that as a leader, you are entrusted with working for the greater good. Leaders strong in stewardship show that they value their team by prioritizing care over control.
- **Commitment to the Growth of Others –** In an effort to cultivate growth, leaders understand the intrinsic value of their members. They promote a culture of autonomy and provide opportunities for personal and professional development.
- **Building Community –** Leaders understand the importance of community in an organization, and they create and encourage opportunities for members to forge connections.

SLIDE 19

After reviewing the key principles of servant leadership, what themes come to mind?

Allow members 2-3 minutes to share some common themes they identified within the key principles. Record the responses on a whiteboard or flipchart. Examples of responses might be:

- *Appreciation*
- *Encouragement*
- *Empowerment*
- *Forward Thinking*

- *Selflessness*
- *Trust*

Wonderful examples! At its core, servant leadership means putting the success and growth of others first! To do so, you should practice active listening to understand the needs of your team, visualize what is required to help them achieve their goals and high ideals, and provide opportunities to strengthen their skills.

Those opportunities could be promoting open leadership roles on campus, encouraging your sisters to run for an officer position in Alpha Gam, or giving them the autonomy to make decisions in their current leadership role.

Each of those examples shows that you value your team and your sisters, and it allows you room to commit to the growth of your team through empowerment.

TRANSITION

Let's share some other ways we can empower each other as leaders.

ACTIVITY INSTRUCTIONS

15 Minutes

SLIDE 20: Pass the Torch

Each of you has had the opportunity to serve in a leadership role or work with a leader within an organization or team. Think back to the experiences and consider a time when you empowered someone or when someone empowered you!

- *Instruct members to gather in small groups of 5-7 or their sisterhood circles.*
- *Provide each group with a small object to pass around the circle, such as a ball, stuffed squirrel, flower, etc.*
- *Instruct the first member with the object to share an example of a time when they empowered a team member or when they felt empowered by a leader.*
- *Members should pass the object around the circle until everyone has shared their example.*

SLIDE 21

Instruct members to debrief the activity using the prompts on the slide.

- When a leader empowered you, how did that impact your personal growth?
- If you empowered someone, how did that impact the performance of the team?
- As a leader, big, or member of your new member class, how do you plan to empower your sisters to reach their full potential?

TRANSITION

Thank you for sharing your empowerment examples. In the remaining time together, we are going to practice empowering one another.

ACTIVITY INSTRUCTIONS

15 Minutes

SLIDE 22: Group Appreciation

A simple way to empower each other is to show appreciation for what they contribute to you personally or the organization.

Research shows that sharing gratitude helps to build and sustain relationships and increases the involvement of the team members. All of this helps to build community, which is a principle of servant leadership!

Ask members to return to their small groups or sisterhood circles.

- *Starting with one member, have each sister in the circle share one thing they appreciate about the selected member. Each sister should share a different comment.*
- *Once everyone has shared their appreciation, continue this exercise with the next member of the circle until everyone has received appreciation from the group.*

SLIDE 23

Instruct members to debrief the activity using the prompts on the slide.

- <u>What did it feel like to hear gratitude from your sisters?</u>
- <u>As a chapter, how can we continue to show appreciation for one another?</u>

Thank you for sharing! Today, we've had the opportunity to explore servant leadership and its key principles and practice the principles. As we continue to learn more about servant leadership this month, I encourage you to put others first by practicing each of the key principles that we have learned today.

SLIDE 24: Group Reflection

DEBRIEF

5 Minutes

- <u>What was your biggest takeaway from today's program?</u>
- <u>In which servant leadership characteristic are you the strongest? Which characteristic would you like to further develop this month?</u>
- <u>How does servant leadership connect back to the Alpha Gamma Delta Purpose?</u>

SLIDE 25

CLOSING

- Thank members for their participation.
- Administer ➬ **the post-assessment**. Remind members to select the appropriate program.
- Remind them this is just the beginning of your focus on change this month. Direct them to the available follow-up activities on Acorn. See ➬ **the Planning Timeline** for more suggestions.

LINKS

- ➬ **PowerPoint**
- ➬ **Pre-Assessment**
- ➬ **Post-Assessment**
- ➬ **Planning Timeline**

REFERENCES

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