SERVANT LEADERSHIP

LEADERSHIP- is the inspirational and motivational synergy to direct, guide, and influence others to achieve group or organizational goals.

STRATEGIC LEADERSHIP- ability to anticipate envision organizational success. Thinking strategically to create a positive future for the organization.
VISIONARY LEADERSHIP- creates a positive image of the future that motivates staff and provides direction for future planning and goal accomplishment.
LEADING FOR THE FUTURE INVOLVES

1. Keeping staff informed - They need to be involved in decision making. They need to know what is expected and what outcomes need to be accomplished.

2. Set the Right Example - Leaders set the tone and mood of the organization. Professional behavior guides staff in the right direction. Clear set of values and ethics is a must.
LEADING FOR THE FUTURE INVOLVES-CONT.

3. **Safe and Secure** - Staff should feel safe from harassment, any form of discrimination and bullying. Safety is a basic human need and it motivates employees to perform well when they feel safe! **Productivity** and **morale** will be high.

4. Train your staff as a team. Everyone is on the same page when they train together.

5. **Self Awareness** - 4 important qualities- Integrity, honesty, courage, confidence and modesty. Loyalty to your values and beliefs.
6. **Embrace Diversity** – Value, Respect, and Include ALL staff (Treat with Dignity).

7. Be Technically Proficient – Leaders must show staff that they are **competent** and **capable**.

8. Make Sound and Timely Decisions – Your staff will have confidence in your good judgment and will have **Faith** and **Trust** in their leaders.
LEADING FOR THE FUTURE INVOLVES-CONT.

9. Future leaders use knowledge of history to predict future trends.

10. Create honest and safe environment.
CREATING A MOTIVATING WORKPLACE

1. No ism’s
2. FIRST, FIRM, FAIR, FLEXIBLE, FUN.
3. 3 P’S – Power, Position, People. People – are your most valuable assets.
4. Build Trust and give them a sense of HOPE.
5. Ask for Employees Ideas and Suggestions.
6. Recognize and Praise.
7. Communicate Expectations, Outcomes and Results.

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9. Create an Environment of Respect, Dignity and Inclusion.
1. Eagerly and Effectively Communicate the vision, mission and values of the organization.

2. Values and Promotes Equity, Diversity and Inclusion.

3. Inspire others to take Risks, make sound decisions, and accept responsibility.

4. Establish networking and partnerships throughout the organization.
5. Creates a learning organization.
6. Solicit input from those impacted by the decisions.
7. Communicate priorities and expectations regularly.
9. Use resources effectively and efficiently.
10. Disseminates appropriate information to support policies and procedures of the organization.
11. Identify and solve problems using data and a systems approach.
12. Effectively uses planning, delegating, and time management.
SUCCESSION PLANNING FOR THE FUTURE WITH DEMOGRAPHICS OF THE U.S. COURTS

- Gender
- Ethnicity
- Religion
- Economic background
- Age
- Geographic Background
- Marital Status
- Sexual Orientation and Gender Identity
- Disabilities
- Educational Background and Professional Background
- Skill Set Diversity

The Challenge is to Achieve Balance
THINGS TO REMEMBER

- Set the tone
- Servant Leadership: “It’s not about me. It’s about the people I lead.” (Also take care of your career – staff expects you to be knowledgeable, capable, skillful)
- If they are successful, you are successful
- Spend time with staff. Listen, plan, problem solve, career-developing – asking what they want to do
- Strategic planning: Visionary, plan proactively.
- If you are not a detail leader; surround yourself with detail staff
• Communicate your vision with clear expectations (no one should have a misunderstanding about the work that should be done.)
• Have crucial conversations with people – dialogue, pay attention, don’t make assumptions, listen for the facts
• People are your most valuable assets
• They are no subordinates they are your colleagues
• Diversity
• Embrace the diversity of people
• Diversity is not just race or gender. It’s thinking style; communicating style; pay grades; skill levels; knowledge, personality.
A leader’s job is not to motivate but to inspire.
“There are some leaders who need to step down or be removed”
“Bad leadership affects and infects a team, organizational culture, or agency”
“Don’t make judgments, get facts.”
“People are your most valuable asset. Be a servant leader.”
“Whether you like them or not, whether they are great performers or not, you must lead them. So learn to teach, coach, and mentor those who can’t, and learn to discipline those who won’t.”
“People want Respect, Dignity and to be allowed to give Service.”
“Let them Grow and Go”
CONSTRUCTIVE CRITICAL FEEDBACK

1. Behavior / Conduct
2. Performance

- You cannot say inappropriate things to people. It will lead to complaints and hostile work environment
- Never give evaluations at the last minute
- You evaluate all along the way and give them time to improve in order to perform.
- Give people time to improve so that they can get that stellar evaluation
- A leader’s goal should be for everybody to achieve 100 percent.