Module 5: Servant Leadership Discussion 1

**Discuss the aspects of servant as leader as addressed by Hunter.**

Hunter (1998) described the servant leader as the loving of their team members. Love here is not the feeling but the action. He stated that love the action is defined in 1 Corinthians 13 as

Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It does not dishonor others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres” (NIV). If we “love” our team, they will follow us without question. They will follow because they want to be loved. They want to please those who please them. If you lead as a servant leader with love, you will lead with influence, not power. Then you will be a successful leader.

**How do you see yourself as a Servant Leader?**

After reading Hunter’s The Servant, I realized how I ended up as a Director of Surgery. I am in a position that on paper I really am not qualified to hold. I ended up here because I was taught to “love” long ago when I became a Christian and started to follow the greatest leader ever known according to Hunter. These actions of loving my then co-workers put me in a position of unofficial department leader. I was the resource. The one who could always be counted on. The one who knew how to do all the procedures, and the one who went the extra mile for you without being asked. This unofficial leadership transitioned into an educator role after my OR director pointed out I was already doing all the educator job tasks in addition to my regular duties. It was a natural progression from educator in the OR to OR director. Along the way I continued to “love” my direct reports and my peers

**Give at least 2 examples of how you have or will incorporate these aspects into your practice.  These may be an experience you have already had or a plan for change in your future practice.**

I had the CEO in my last position tell me that he had never seen anyone build trust as fast as I had. I told him it was because I am trustworthy, but it was more. A lot of people are trustworthy, but they do not “love”. they do not treat everyone kind no matter what is happening, always look for the positive intent in all situations, put the best interest of the patient and the staff before themselves, truthful acknowledging when they are wrong, and always tries to be present when they are needed.

One example of “loving” staff is telling them they always come first. I make a point to do this even if I am in a meeting. If I am in a meeting and someone does call for help I leave and assist them even if the meeting is with the CEO. You must act along with the words. The staff are my top priority.

 A second example of “loving” my team is to build trust by always keeping my word. If I tell a team member that I will do something, I do it. I also keep their confidence. I will not speak about one staff member to another.

Lastly I feel it is important to keep them hoping and excited about the job they are doing. I validate the work they do and celebrate their successes. Ultimately I do what I can to empower them.

Reference

Hunter, J.C. (1998). *The servant: A simple story about the true essence of leadership*. New York: Crown Business ISBN: 9780761513698.