



CAPITOL COMMISSION

Leadership Evaluation (Philippians 2:5-7)

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INTRODUCTION

This Devotional study is a snapshot of the practice of Servant Leadership and a sample performance appraisal for leaders and team members.

THE HIGHEST AUTHORITY

Philippians 2:5-7 Your attitude should be the same as that of Christ Jesus: Who, being in very nature God, did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a servant, being made in human likeness.¹

Servant leadership is a most difficult concept for us to grasp. However, the example was given us by the One who had ultimate authority. The voice of God thundered from heaven, "This is My beloved Son with whom I am well pleased; listen to Him" (Matthew 3:17; 17:5)! All of us "lesser" leaders must learn to serve those who we aspire to lead. Following Jesus' example gives us the opportunity to achieve greatness!

SERVANT LEADERSHIP APPRAISAL POINTS

Outstanding NBA coach Pat Riley wrote about "the danger of me" in his book on teamwork. He stated, "The most difficult thing for individuals to do when they're part of a team is **to sacrifice**."² This is seen when a basketball player attempts a difficult shot while another teammate is in a better position to score. As a team member, are you sometimes more concerned with receiving recognition than reaching the greater goal? Jesus came from heaven to suffer with humanity. He was able to relate with us, offering grace (Hebrews 2:10-18). For example, a business owner brings in his son-in-law as a partner, but requires the young man to work in a variety of areas before being promoted to executive management. As a leader, do you help with simple activities, even cleanup duties that help you **better relate** with team members?

Do those you lead **grow as persons**? Jesus taught that service is the legitimate path to leadership. Jesus stated that even He did not come to be served, but to serve (Mark 10:45). Writer Robert Greenleaf states that there are two extremes in types of leadership: The leader-first and the servant-first.³ Jesus was servant first even though He had ultimate authority. Are your team members becoming healthier, wiser, freer, more autonomous, and more like servant-first leaders?

How is power used in your organization or team? Writer Leighton Ford observes that, "Next to truth, the power question is the most important issue for the leader."⁴ Jesus consistently used His power to serve others and called us to follow in example (John 13:15). The Apostle Paul gives practical guidance in 1 Timothy 5:1-25). The key is to **treat team members as family**. Are the qualities of care, concern and love for one another coming through as top priorities?⁵

In summary:⁶ Define what your image will look like. Is it a genuine interest in others (Philippians 2:20-21)? Next make it clear whom you serve. Timothy served those assigned him by Paul while both served the Lord. Finally, Jesus taught that the greater the service, the greater the leader will be (Matthew 20:26-28).

A PRAYER

Lord, help me to put You first, others second, and me third. Help me in my relationships as I serve family and others in the government hierarchy. Keep me humble yet help me to lead, direct, and coach others. Give me insight into Your ways and Your will as ultimately I serve Your purpose in this administration, these programs and in the lives of those around me. I pray this in the mighty Name of Jesus. Amen!

¹ The Holy Bible. New International Version. (Biblica). 1984.

² Pat Riley, The Winner Within. (Riles and Company, Inc.).1993.

³ Robert K. Greenleaf, Servant Leadership: A Journey into the Nature of Legitimate Power and Greatness. (Paulist Press). 1991. p13.

⁴ Leighton Ford, Transforming Leadership. (InterVarsity Press). 1991. p140.

⁵ Ibid.

⁶ Boa, Buzzell, and Perkins, Handbook to Leadership: Leadership in the Image of God. (Trinity House Publishers).2007. p521.

DEVOTIONAL DISCUSSION

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