

Servant Leadership Learning Community

October 25, 2012

Dallas County Community College District

Parkland

Tempo

TDIndustries

Luminant

Balfour Beatty Construction

AMCA

CPNPP

Southwest Airlines

Vision: We aspire to practice and improve our collective skills as a learning community centered on servant leadership. We encourage being accountable to a triple top line balancing People, Plant, and Profit.

Hosted by Collin County Community Supervision & Corrections Department

Facilitated by Collin County CSCD & Ann McGee-Cooper & Associates, Inc.



Ann McGee-Cooper & Associates, Inc

4236 Hockaday Drive Dallas, Texas 75229

214.357.8550 • 1.800.477.8550 • fax 214.357.4770 • www.amca.com

Servant Leadership Learning Community

Session 3 • October 25, 2012 • 7:30 a.m. – 12 noon

The Institute for Law Enforcement Administration

AGENDA

7:30	Continental Breakfast and Networking
8:00	Welcome AMCA & Bob Hughes
8:10	Check-in & Ground Rules
8:40	Collin County Community Supervision & Corrections Department (CSCD) What We Do & Precursors to the Journey of Servant Leadership
10:00	BREAK
10:15	CSCD Staff Panel
11:15	Dialogue – “Putting People First”
11:45	Check-out
11:55	Feedback
12:00	Adjourn

CSCD – 2012 Probation Survey Results

Conducted by the Criminal Justice Department at the University of North Texas

Do you have a good relationship with your probation officer?

- 2,404 respondents answered whether they have a good relationship with their probation officer.
- 89% said yes; 11% said no.

Does your probation officer treat you with respect?

- 2,430 respondents answered whether their probation officer treats them with respect.
- 92% said yes; 9% said no.

Do you think the advice your probation officer gives you is helpful?

- 2,425 respondents answered whether they think the advice their probation officer gives them is helpful.
- 93% said yes; 7% said no.

Has your probation officer helped you succeed on probation?

- 2,391 respondents answered whether their probation officer has helped them succeed on probation.
- 90% said yes; 10% said no.

Is Support Staff Polite?

- 2,518 probationers responded to the question as to whether the support staff is polite.
- 96% said the support staff is polite; 4% said they are not polite.

"The greatest good you can do for another is not just share your riches, but reveal to them their own."

- Benjamin Disraeli

Seven Pillars of Servant Leadership

(Sipe & Frick, Pauist Press 2009)

Pillar II – Puts People First

- A Servant-Leader helps others meet their highest priority development needs. Seeks to serve, then aspires to lead.
- Self-interest is deeply connected to the needs and interests of others
- Serves in a manner that allows those served to grow as persons.
- Expresses genuine care and concern for others.

Core Competencies

1. Display's a Servant's Heart
 2. Is Mentor-Minded
 3. Shows Care & Concern
-

"The quality of a leader is reflected in the standards they set for themselves."

- Ray Kroc

"The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires."

- William Arthur Ward

Questions for Dialogue

1. How can we sincerely apply the principles of Servant Leadership to build meaningful work relationships?
2. How do I see the future of Servant Leadership in my organization? What is my role in building that future?
3. Expression of care and concern transcends just “being nice”. In what ways can we demonstrate care and concern for employees and the community in such a manner as to generate opportunities for them to meet their priorities?
4. Think of your mentor. What skills and behaviors were practiced by this person that brought out the best in you? What did/does this person do to illicit opportunity for growth in your life? How do we as stewards of Servant-Leadership pass this on to our family, our co-workers and our community? What are the possibilities for our community when mentoring is practiced?

“I don’t know what your destiny will be, but one thing I know: the only ones among you who will be really happy are those who will have sought and found how to serve.”

- Albert Schweitzer

Notes

Feedback:

1. Most valuable for me today was...

2. My suggestions for improvement are...

Name _____
SLLC 25 October 2012

“Nothing much happens without a dream. For something really great to happen it takes a really great dream.”

—Robert K. Greenleaf

Action Plan

During the day, stay alert for ideas you choose to put into action, practice, test, examine, or learn from.

1.

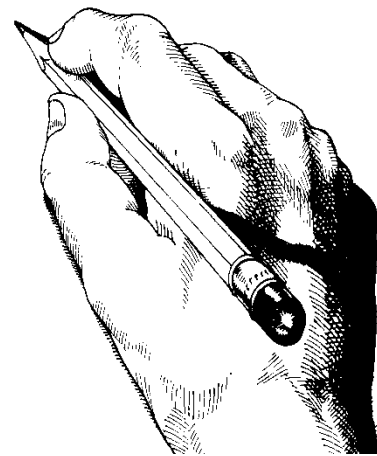
2.

3.

4.

5.

6.



Your Accountability Plan is one of the most important tools for growing as a servant-leader. Throughout the day, listen for those specific skills that you can work on to improve your servant-leadership, then make reminder notes. As you begin to “test drive” on this journey of servant-leadership, we urge you to reflect on your plan regularly. Give a copy to a trusted coach of your choice asking that person to help you celebrate progress and be accountable. Even the longest journeys are made step-by-step.

Name _____

Date _____