



# OPM's Leadership Webinar Series

## How to Be Loved by your Team: Be a Transformational and Servant Leader

**Presented by Toby Peters, PhD**

Faculty, Center for Leadership Development

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**Center for Leadership Development**

*Developing Visionary Leaders to Transform Government*

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# Strategic Alignment



## President's Management Agenda Key Driver of Transformation

People – Workforce for the 21<sup>st</sup> Century



## OPM Strategic Plan Initiatives

- Improve integration and communication of OPM services to Federal agencies
- Optimize Agency Performance





# Norms

- Have access to chat box and be ready to type.
- Avoid possible disruptions for others by refraining from taking other calls or participating in other work activities.
- Participate actively with full presence.
- Ask for what you need (on chat).



# Dr. Toby Peters



- CLD Faculty since 2017
- Executive Coach, Consultant, and Trainer
- 36 years experience in academia and consulting



# Think of a Mentor

**What attributes do mentors share?**

**Using the Q&A function, type in the attributes you consider important.**



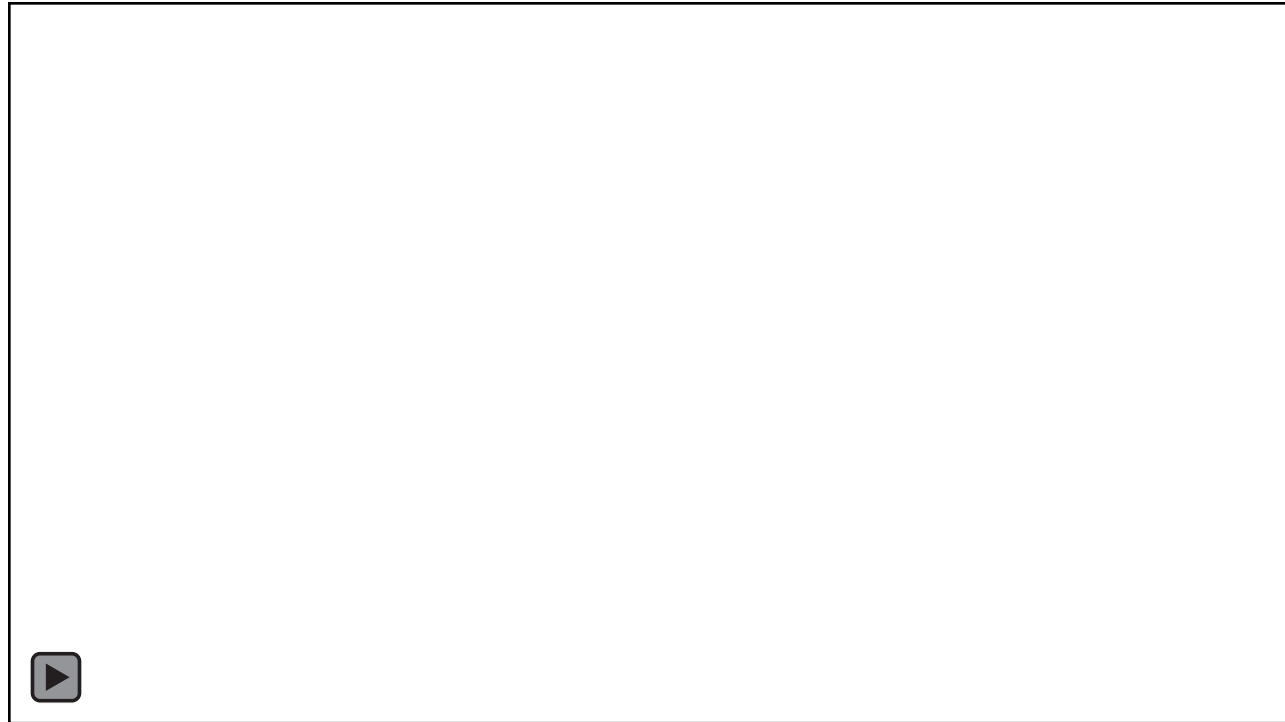
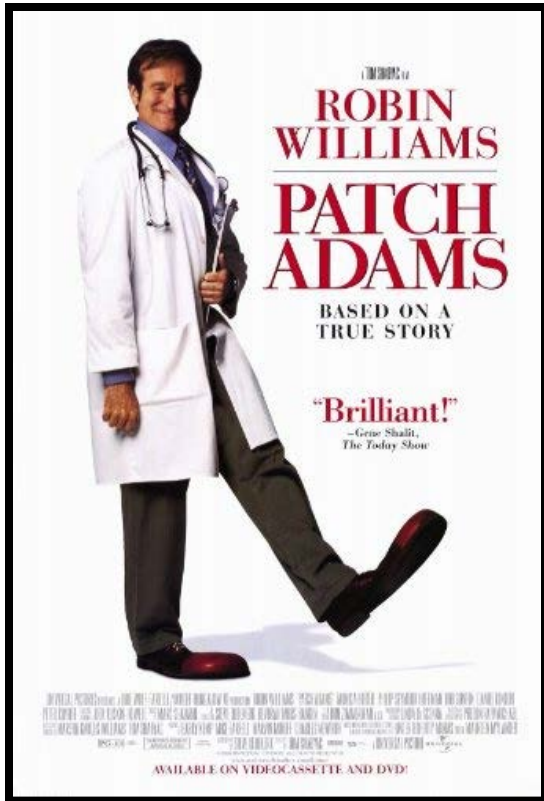
# Transformational Leadership

*Transformational leaders transform their follower's aspirations, identities, needs preferences and values such that followers are able to reach their full potential.*

- Bernard Bass



# Transformational Leadership (continued)





# Look Beyond the Fingers



*Never focus on the problem.  
See what no one else sees.  
See what everyone else  
chooses not to see.  
Resist fear, conformity,  
laziness.  
See the whole world anew  
each day.*





# Idealized Influence

## (Charismatic Leadership)

- Role modeling
- Emphasis on the needs of others
- High ethical and moral conduct





# Inspirational Motivation

- Motivate and inspire followers
- Display enthusiasm and optimism
- Communicate expectations and create shared vision







# Inspirational Motivation (continued)

- Motivate and inspire followers
- Display enthusiasm and optimism
- Communicate expectations and create shared vision





# Intellectual Stimulation

- Encourage innovation and creativity
- Willing to abandon practices and systems not useful
- Risk taking is necessary for long-term success





# Individual Consideration

- Attention to followers needs for achievement and growth
- Create new learning opportunities
- Empower to make decisions





# Servant Leadership

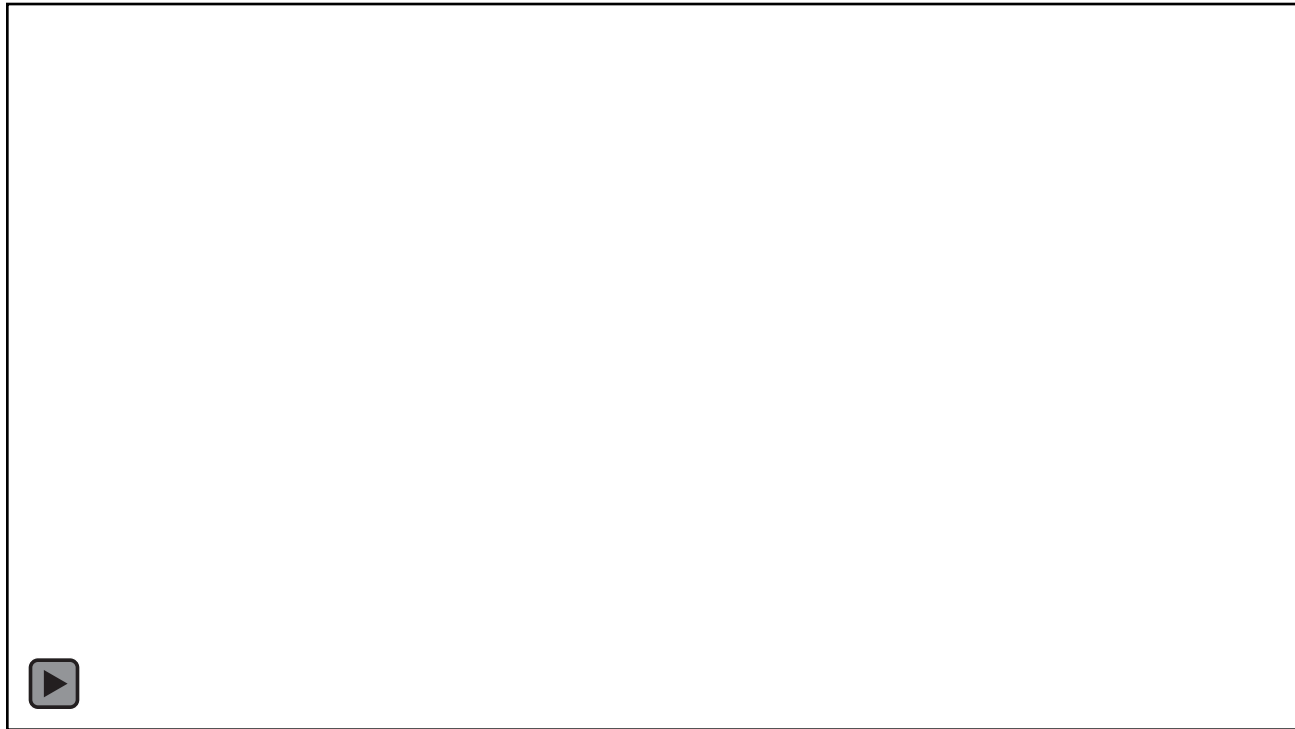
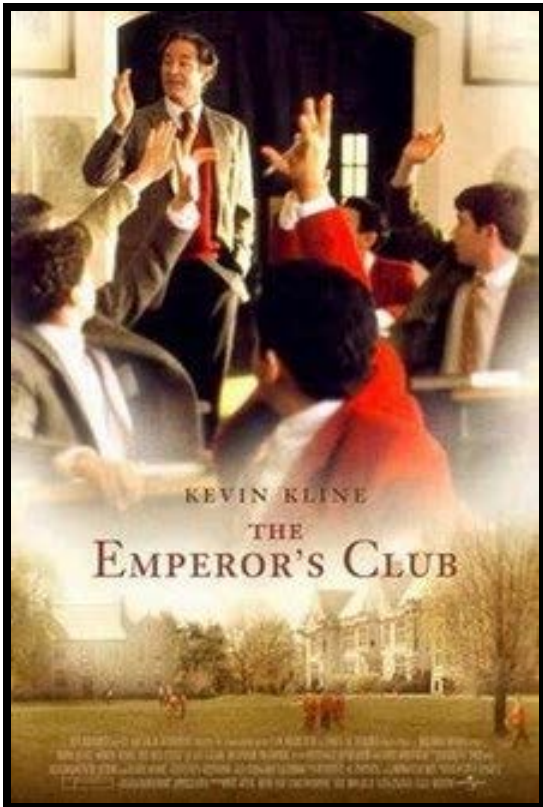
*The Servant-Leader is a servant first. It begins with the natural feeling that one wants to serve. Then conscious choice brings one to aspire to lead. The best test is: do those served grow as persons: do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?*

Robert Greenleaf

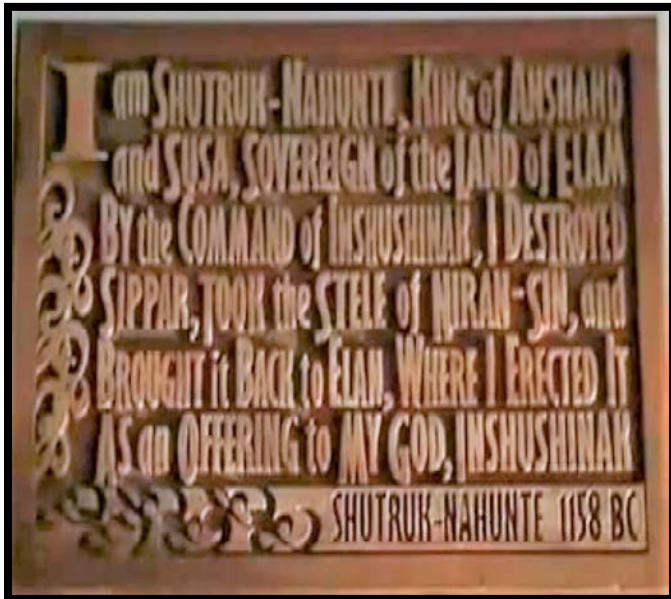




# Servant Leadership (continued)



# Servant Leadership



*Great ambition and conquest  
without contribution. . .  
is without significance*

***Shutruk Nahunti***

***What will your contribution be?***

# Values People

- Believes in people
- Serves other's needs before his or her own
- Listens with a receptive, non-judgmental manner





# Develops People

- Provides opportunities to learn and grow
- Models appropriate behavior
- Encourages and affirms others





# Builds Community

- Strong personal relationships
- Collaborates with others
- Values other's differences





# Displays Authenticity

- Open and accountable to others
- Willing to learn from others
- Maintains integrity and trust





# Provides Leadership

- Envisions the future
- Takes initiative
- Clarifies goals



# Shares Leadership

- Facilitates a shared vision
- Shares power and releases control
- Shares status and promotes others







# Dr. Martin Luther King, Jr.



Using the chat function,  
share phrases from  
the *I Have a Dream...* speech  
that reflect  
**Transformational Leadership**  
and  
**Servant Leadership behaviors**



# *I Have a Dream...*

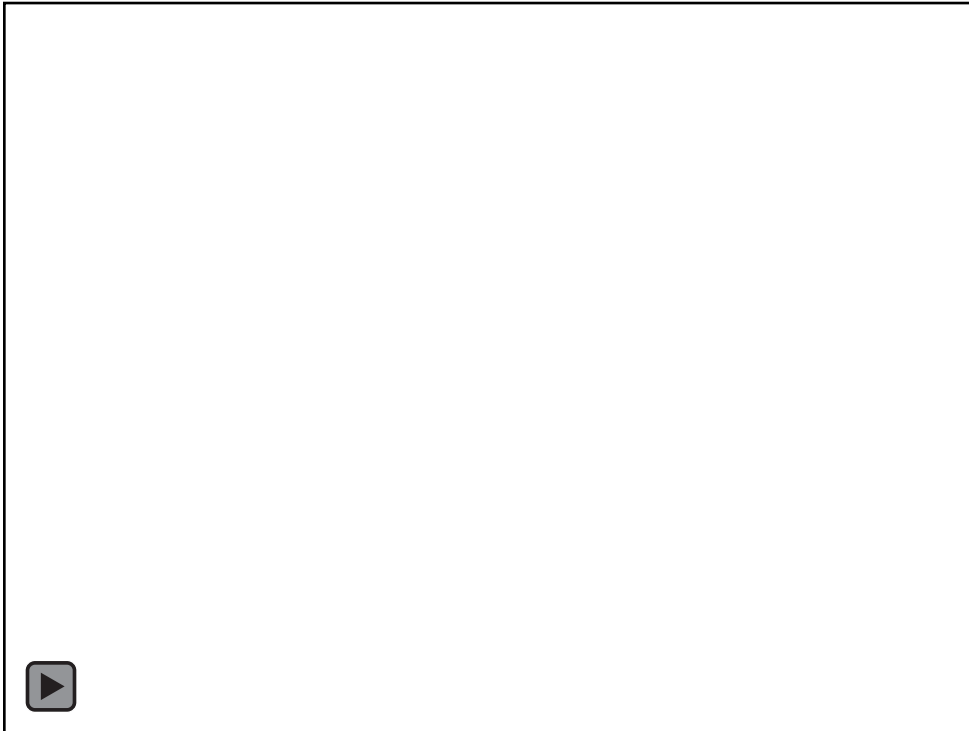
## **Transformational Leadership**

Idealized Influence (II)

Inspired Motivation (IM)

Intellectual Stimulation (IS)

Individual Consideration (IC)



## **Servant Leadership**

Values People (VP)

Develops People (DP)

Builds Community (BC)

Displays Authenticity (DA)

Provides Leadership (PL)

Shares Leadership (SL)



# Heroic Leadership

*Individuals perform best when they are respected, valued, and trusted by someone who genuinely cares*



*Heroic Leadership*



## Heroic Leadership (continued)

*A key difference between heroic and run-of-the-mill organizations: Widely dispersed leadership in which each person considers, accepts, shapes, and transforms a general mission into a personal one.*

Chris Lowney, *Heroic Leadership*





***So, what are those desirable attributes of a mentor?***



# Transformational and Servant Leadership





# Conclusion

***What will your contribution be?***



# Questions?







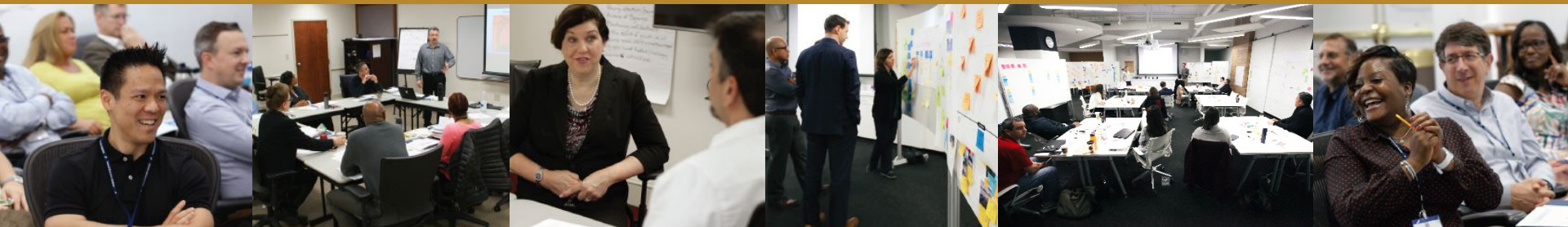
# Feedback

- What is one thing you can take away from today's webinar?
- Are you interested in going deeper and learning more about this topic?



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# Thank you for your participation and service to our nation!

**Presented by Toby Peters, PhD**

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