Servant Leadership Community

Aka, Team Dynamics and Behaviors

Community Defined

Community is best defined as a group of two or more people who, regardless of their differences (gender, positional, social, spiritual, educational, political, economic, ethnic, etc.) have been able to accept and transcend their differences, enabling them to work effectively toward goals identified as being for their common good.

Community

Community is a place where:

- "conflict resolution" rather than "conflict avoidance"

- there is risk-taking and member vulnerability

- members are accountable to one another

- members support and encourage one another as free as possible from unnecessary politics and personal agendas

Community

Community is a place where ideas, opinions, sorrows, joys, and dreams may be shared without fear of ridicule, condemnation, judgment or breaches in confidentiality.

Community

Community is a place where there is:

• freedom to be oneself

• where the members have learned to communicate openly, honestly and respectfully with one another

• where the "masks" have been removed.

P3 Leadership
People, Purpose, Passion

www.P3ldrshp.com

Stage I. Pseudo-Community

• **Stage of development where group members withhold themselves and "mask" genuine feelings with pleasantries and polite small talk.**

• **"Conflict avoidance" is the unspoken rule in this stage.**

• **Members "pretend" they have no differences when in fact they do.**

Stage II.   Chaos

- Group members grow weary of superficialities.

- Differences and conflicts between group members begin to emerge

- Members struggle to convert, fix and change others to their way of thinking.

- Dictatorial behavior often emerges

- Group "flees" right back into Pseudo-Community.

P3 Leadership
People, Purpose, Passion

Stage III. Disarmament

- Members *choose* to set aside or "disarm" themselves of their personal barriers which are getting in the way of the group reaching community.

- Barriers such as preconceived notions, expectations, the need to "fix" others, prejudices, natural defenses are common.

- Can be unsettling and emotionally painful, as members "sacrificially" begin to "disarm" themselves and become more willing to be humble and vulnerable for the sake of the group.

- Disarmament is the "bridge" into Community.

P3 Leadership
People, Purpose, Passion

www.P3ldrshp.com

Stage IV.   Community

- Authenticity and acceptance of human differences.

- A respectful environment is created whereby personal growth, enhanced problem solving and group revitalization can occur.

- "It's 'safe' to be myself here."

- Major efforts are required to maintain community as groups will often "lose it" and slip back.

P3 Leadership
People, Purpose, Passion

www.P3ldrshp.com

Speaking:

- Talk less
- Take time to build up others
- <u>THINK</u> before you speak:

  T rue

  H elpful

  I nspire or tear down

  N ecessary

  K ind

Leadership
People, Purpose, Passion

<u>P</u>airing –

Members commit to avoid destructive pairing & backstabbing.

www.P3ldrshp.com

Exclusivity –

Members commit to refrain from excluding themselves (physically and/or emotionally) from the group and to respect the confidentiality of the group and each other.

www.P3ldrshp.com

<u>C</u>ontrary Opinion –

Members commit to welcoming and making it "safe" for others to offer contrary opinions, thoughts, and ideas to the group.

Treatment –

Members commit to treat one another as they themselves would want to be treated.

Consensus

Consensus is a group decision making process:

- Decisions will be made that some members may not be totally comfortable with

- But, they agree they can live with, support commit themselves not to undermine.

P3 Leadership
People, Purpose, Passion

www.P3ldrshp.com

Consensus

- Consensus is arrived at without voting

- Members agree to openly air all of the issues

- Speak their minds completely

- To be fully present (physically and cognitively)

- To be open, honest, and respectful of one another

- Capable of "disarming" themselves of personal and other barriers that get in the way of healthy relationships

- Different degrees of influence due to positional power, individual stubbornness, or charisma are avoided so that all are satisfied with the process.

P3 Leadership
People, Purpose, Passion

www.P3ldrshp.com

Consensus

- Consensus building requires group members to sacrifice and to occasionally compromise

- Learn when a solution is "satisfactory" and when it is time to "stop and move on"

- Refrain from "revisiting the issue" until the group determines a need for revision.

P3 Leadership
People, Purpose, Passion

www.P3ldrshp.com

Consensus

Finally, consensus building requires all group members to fully support and properly implement the decisions made by the group