Emerging Servant Leader Development Program

The Chancellor's Academy for Lifelong Leaders, in partnership with the Office of Leader and Culture Development, is excited to offer a new leadership development opportunity for faculty and staff across the Texas Tech University System. The **Emerging Servant Leader Development Program** is a six-module, virtual experience designed for leaders at <u>all levels</u> who are interested in strengthening how they lead, serve, and connect with others.

Each three-hour module introduces research-informed insights and practical leadership behaviors that support trust, connection, and team effectiveness. Sessions are highly interactive and include guided discussion, small-group activities, and curated readings. Participants will also develop a personal action and implementation plan that evolves throughout the program, helping translate learning into meaningful practice.

To deepen self-awareness and strengthen leadership effectiveness, all participants will complete the SL-28 Servant Leadership Assessment (Linden). This assessment provides meaningful feedback on how their leadership is experienced by others and serves as a foundational tool for reflection and development throughout the program.

Three cohorts will be offered throughout 2026. If a participant is unable to attend a session with their cohort, they are welcome to make it up with a later group.

To register, please use the cohort link listed below. For all other questions, please contact Jason Weber at Jason.Weber@ttu.edu.

Why this program?
At its core, leadership is about people. This program creates space for leaders to reflect, learn, and grow alongside colleagues from across the Texas Tech University System. Through the lens of servant leadership, participants will explore how their actions, decisions, and relationships shape culture and influence team effectiveness—now and into the future.

**All sessions will be held via Zoom

Cohort 2026 – 01 Schedule: <mark>Register for Cohort 1 HERE</mark>

Session 1	March 11th 1:00p – 4:00p	The Servant as Leader
Session 2	March 25th 1:00p – 4:00p	The Role of Character
Session 3	April 8th 1:00p – 4:00p	Putting Your People First
Session 4	April 29th 1:00p – 4:00p	Skilled Collaboration
Session 5	May 13th 1:00p – 4:00p	The Role of Foresight
Session 6	May 27th 1:00p – 4:00p	The Leadership Triangle

Cohort 2026 – 02 Schedule: <mark>Register for Cohort 2 HERE</mark>

Session 1	June 24th 9:00a – 12:00p	The Servant as Leader
Session 2	July 8th 9:00a – 12:00p	The Role of Character
Session 3	July 22nd 9:00a – 12:00p	Putting Your People First
Session 4	August 5th 9:00a – 12:00p	Skilled Collaboration
Session 5	August 19th 9:00a – 12:00p	The Role of Foresight
Session 6	September 2nd 9:00a – 12:00p	The Leadership Triangle

Cohort 2026 – 03 Schedule: <mark>Register for Cohort 3 HERE</mark>

Session 1	September 30th 1:00p – 4:00p	The Servant as Leader
Session 2	October 14th 1:00p – 4:00p	The Role of Character
Session 3	October 28th 1:00p – 4:00p	Putting Your People First
Session 4	November 11th 1:00p – 4:00p	Skilled Collaboration
Session 5	December 2nd 1:00p – 4:00p	The Role of Foresight
Session 6	December 16th 1:00p – 4:00p	The Leadership Triangle

Session Learning Objectives

Session 1: The Servant as Leader

By the end of this session, participants will be able to:

1. **Define servant leadership as a distinct leadership philosophy**, grounded in the work of **Robert K. Greenleaf**, and explain how it reframes power, influence, and authority.
2. **Examine the core assumptions of servant leadership**, including Greenleaf's *Best Test*, and assess how these principles shape ethical, people-centered leadership practices.
3. **Evaluate personal leadership motivations and behaviors** through a servant leadership lens, identifying opportunities to more intentionally serve, develop, and empower others.

Session 2: The Role of Character

By the end of this session, participants will be able to:

1. **Explain why character is foundational to servant leadership**, drawing connections between inner values, moral courage, and sustained leadership credibility.
2. **Assess personal character strengths and gaps** that influence leadership decisions, behaviors, and relationships—particularly under pressure or ambiguity.
3. **Commit to intentional character development practices** that align personal integrity with the responsibility of serving others well.

Session 3: Putting Your People First

By the end of this session, participants will be able to:

1. **Describe what it means to prioritize people without sacrificing accountability or results**, using servant leadership as a practical leadership framework.
2. **Apply people-centered leadership practices** that promote trust, engagement, and growth while addressing real performance and relational challenges.
3. **Evaluate leadership decisions through a "people first" lens**, considering the short- and long-term impact on individuals, teams, and organizational culture.

Session 4: Skilled Collaboration

By the end of this session, participants will be able to:

1. **Identify the leadership behaviors that enable effective collaboration**, including listening, valuing differing perspectives, and shared responsibility.
2. **Diagnose common breakdowns in teamwork and collaboration**, particularly those related to power, communication, and misaligned expectations.
3. **Practice servant-led collaboration strategies** that strengthen relationships, improve problem-solving, and support collective ownership of outcomes.

<u>Session 5: The Role of Foresight</u>

By the end of this session, participants will be able to:

1. **Define foresight as a critical servant leadership competency**, connecting experience, present realities, and future implications.
2. **Analyze leadership decisions for unintended consequences**, demonstrating how foresight protects people, resources, and organizational trust.
3. **Apply foresight-based thinking tools** to anticipate challenges, navigate uncertainty, and lead with wisdom rather than reaction.

<u>Session 6: The Leadership Triangle</u>

By the end of this session, participants will be able to:

1. **Explain the Leadership Triangle as an integrated servant leadership model**, emphasizing balance rather than over-reliance on any single leadership behavior.
2. **Evaluate real leadership scenarios using the three dimensions of the triangle**, identifying where clarity, support, or accountability may be missing or overused.
3. **Develop a personal leadership action plan** that intentionally integrates clear communication, meaningful support, and fair accountability in service of others.