



THE CORNERSTONE EAGLE

December 2017 Edition



Christmas comes but once a year. In the twinkling of an eye, it is with us once again! Time waits for no man.

According to a 2011 Pew Research Center survey, there were 2.2 billion Christians around the world in 2010. For the 2.2 billion Christians, Christmas is a time to celebrate the Birthday of Jesus Christ. He is the Servant King who over 2,000 years ago was already a powerful role model of Servant Leadership.

Yet now we are heralding it as a contemporary Leadership concept, which is still in its infancy stage when it comes to being a complete theory. It is becoming increasingly popular amongst leadership theories with a focus on the community and the 'common good', instead of the personal interests of the leaders or the organization.

Let us celebrate Christmas with Love and Goodwill, as well embrace a lesson from Jesus' footsteps on **Servant Leadership.**



Cornerstone International Group's MISSION is to be the best executive recruiting group worldwide, but our VISION is to be a true mentor and coach, one-on-one, with our clients, candidates and partners locally.

We believe the way to do it is to promote TEAMWORK, CARING, LEARNING and THANKSGIVING. Achieving 'Healthier Business and Life' is what we strive for everyday. The Cornerstone Eagle is not a sales letter to promote activities of our 60+ offices globally, but a 3C tool to inspire you to maximize your personal and professional potential to be a Better Leader and a Better Person both at home and at business.

We shall be your Faithful Companion / Coach / Mentor on your life and career journey, supporting you to discover yourself and offering good advice regarding the SIX important aspects of your professional Life: Identity, Money, Career Options, Health, Relationships and Your Future (spiritual and your legacy

reminders).

Best Wishes,

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What is Servant Leadership?

Most of the work in the past on Leadership has been focused on leader behavior and how to improve leadership style and methods. We were attempting to change leaders from the outside.

However, through the years more and more people are becoming convinced that effective leadership starts with self perception—it is an inside job. It is a question of the heart. It is all about leadership character and intention.

Why are you leading? Is it to serve or be served? Answering this question in a truthful way is so important, because you cannot fake being a servant leader. If leaders do not get the heart part right, they simply will not ever become servant leaders. A heart motivated by self interest that looks at the world as a “give a little, take a lot” proposition will never work.

Robert K. Greenleaf, who had spent most of his organizational life at AT&T in the field of management research, development and education, launched the Servant Leader movement in 1970 with the publication of his classic essay, The Servant as Leader.



10 Core Characteristics of Servant Leadership



#1 Listening

Listening is about focusing on what the team is saying and using this information for guiding the group towards objectives. An effective leader should also identify the things that are left unsaid, as well as the inner voices.

#2 Empathy

Since the focus of servant leadership is to serve others, you must be able to accept and recognize the individual values and feelings people have. Even when someone is underperforming at work, a servant leader should be able to love and understand him or her as humans.

#3 Healing

Servant leadership emphasizes the emotional health of an individual, together with mental and physical wellbeing. A servant leader should focus on his or her potential to heal one's own self and others.

#4 Awareness

Servant leadership requires awareness, both in terms of general awareness and self-awareness. Self-awareness in particular requires the leader to see their own emotions and behaviors in the context of how it affects the rest of the team.



#5 Persuasion

Servant leadership doesn't rely on authority to get things done. Instead, the concept uses persuasion in order to make a decision. The servant leader seeks consensus rather than compliance.

#6 Conceptualization

In a traditional leadership model, the leader's focus is often on short-term operational objectives. But a servant leader must look beyond these and conceptualize issues that might not even be on the horizon.

#7 Foresight

Another point relating to conceptualization is foresight. Servant leadership requires the ability to foresee likely outcomes through the understanding of the past.

#8 Stewardship

Stewardship in servant leadership relates to taking responsibility for your actions and those of the team. The main assumption is to commit to serve the needs of others first. For Greenleaf this meant that not only is the organization holding its trust in the leader, the whole organization is to serve the wider community.

#9 Commitment to the growth of people

Servant leadership requires the commitment to help people realize the personal and professional development potential, as well as to support it. Greenleaf has said, "The secret of institution building is to be able to weld a team of such people by lifting them up to grow taller than they would otherwise be".

#10 Building community

Finally, servant leadership relies on the creation of a community and a sense of togetherness within the organization. To Greenleaf, the creation and the dominance of large institutions have been the eroding force in communities. But servant leadership can help re-build this social pact uniting individuals by showing that communities are viable.

Role Models of Servant Leadership

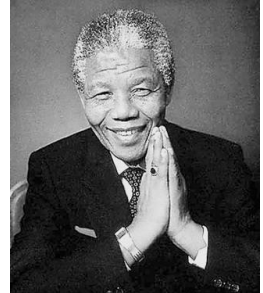
Mahatma Gandhi

Gandhi was bound to be dangerous when he opposed the British ruling officials during his time, but he strongly believed that serving others would be the best way to lose oneself. His protests were peaceful, where he often did it through logical discourse and fasting. Eventually, his ideas won through, freeing India from colonialism. Even though his goal was not to become famous, he was then widely regarded for his work.



Nelson Mandela

Standing before his people, Mandela said that he was a humble servant with a passion for his people and the desire to see them enjoy equality. Sometimes, he would take his speeches to the streets, putting his personal well-being at risk, and at other times, he endured harsh conditions in prison just to make his statements heard.



Jesus Christ

But perhaps an even clearer example of servant leadership in historical texts is the example set out in Christianity by Jesus. He embodied the idea that by serving others you can empower them and help them see the way. He didn't perform his miracles for recognition or fame, but to simply help the people in need.



The clearest examples of Jesus' model of servant leadership are found in the Gospel of Mark. In the gospel, there is a passage, which says:

Jesus called them together and said, "You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be servant of all. For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many."

Jesus didn't merely talk about servant leadership and its benefits, he also led by example. A powerful example of servant leadership at the time was the act of washing the feet of his disciples. In the historical context of the time, the demeaning task was left for the lowest rank people. When Jesus performed this unthinkable act, he told his followers:

You call me 'Teacher' and 'Lord', and rightly so, for that is what I am. Now that I, your Lord and Teacher, have washed your feet. I have set you an example that you should do as I have done for you.

(John 13:13-15)

MAY WE WISH YOU ALL

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**VERY JOYOUS CHRISTMAS
AND A
SUCCESSFUL AND BLESSED 2018!!!**

Our Editor, Nancy Chu at nancy-chu@cornerstone-group.com would love to hear from you if you have special thoughts to share.

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