

rightnow MEDIA



Peach Tree

LEADERSHIP

Donnie Smith

Handouts

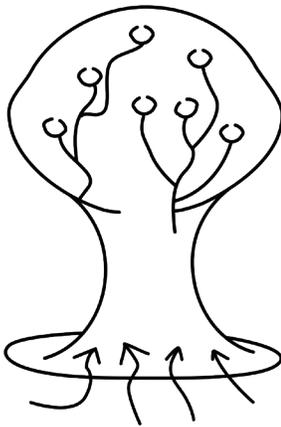
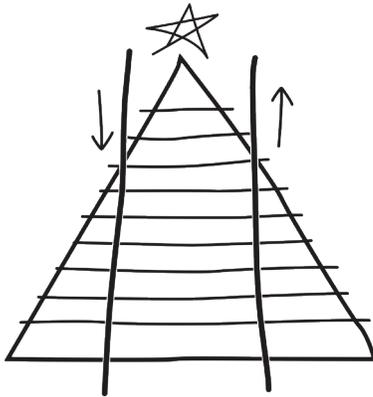
Session One Handout: Pyramid or Peach Tree?



Before going through the questions on this handout, watch Session One: Pyramid or Peach Tree?

Review

Fill in the diagrams Donnie reviewed in the session.



Why do you think the pyramid model is the most popular? What makes it ineffective?

[Dotted box for response]

What's your definition of servant leadership? What from Donnie's explanation of servant leadership could you include in your definition?

[Dotted box for response]

Explore the Peach Tree Principles Further

PYRAMID MODEL

What makes the pyramid structure selfish? Who wins in the pyramid model? What does success look like for a pyramid leader?

[Dotted box for response]

What do you think this model communicates to lower-level employees about their importance to the company?

[Dotted box for response]

What are some of the negative consequences of having a top-down style of leadership? What could be some benefits? Do you see the advantages as outweighing the disadvantages? Why or why not?

[Dotted box for response]

Session One Handout: Pyramid or Peach Tree?



What are some potential consequences to being driven by fear and pride? What effect could a leader full of fear and pride have on his or her team?

Why would getting demoted or fired be a pyramid leader's worst fear?

What's dangerous about finding your value in your job title? What do you do to remind yourself to not base your value on your position at work? Where could you find your value instead?

PEACH TREE MODEL

What changes in your mindset when you focus on the people around you at work rather than on yourself? In what ways have you benefited from having a selfless mindset? What about your peers at work?

What do you think this leadership model communicates to lower-level employees about their importance? What does success look like in the peach tree model?

What kinds of resources does your team need to succeed at their jobs? Would you say your team is perfectly resourced? Why or why not? What would it take for you to have everything they need?

What does it look like to be a humble employee? What about a confident one? What kind of an impact could a humble and confident leader have on his or her team?

After looking at both leadership models, would you rather work in a pyramid or peach tree workplace? Why? What's more appealing about the one you chose?

Session One Handout: Pyramid or Peach Tree?



Which leadership model best represents the organization you're a part of? What could your workplace look like if it became even more servant leadership based?

Who is a leader who has modeled servant leadership for you? What did he or she do? What kind of an impact did he or she have on you?

What's one way you could be a servant leader to the people you lead this week?

Apply What You've Learned

Select an activity from the list below to begin applying the lessons of this session to your organization.

Memorize: Commit to memory the two models of leadership Donnie outlined in this session. Create a simple description of each structure to help you remember them in the future.

Serve: Pick one way to serve the people you lead this week. Schedule a meeting to listen to a struggling employee. Take your team out to lunch. Or ask your team what resource they need to succeed at their jobs and provide that resource.

Evaluate: Consider each of the leadership models this week and ask yourself which one you fall into. Be honest with yourself. Find a couple ways you could grow as a servant leader. Consider reading Mark 10:35–45 to see how Jesus describes servant leadership.

Session Two Handout: Qualities of Servant Leaders



Before going through the questions on this handout, watch Session Two: Qualities of Servant Leaders

Review

What else would you add to Donnie's description of a servant leader? What stood out to you from his definition? Why?

Which of the four qualities (caring, purposeful, courageous, and principled) do you think is most important to leading a team well? Why?

Of the four principles Donnie covers in this session, which ones do you think you do well? Which ones could you improve on?

Explore the Peach Tree Principles Further

CARING

What are some other examples you've seen of leaders caring for the people they lead? What about their actions communicated care?

When have you felt the most cared for by a leader? What did he or she do?

What do you do to show the people around you at work that you care about them? What's one way you could improve in this area?

PURPOSEFUL

In what situations is it tempting for you to find your identity in your job? What do you think it looks like to have a purpose outside of work?

What would you say is your greater purpose in life? What could you do to fulfill that purpose while also leading at work?

Session Two Handout: Qualities of Servant Leaders



COURAGEOUS

Why do you think servant leadership is so counter cultural?

What kinds of criticisms to your leadership have you gotten before? What are you afraid that people might say about how you lead? What does it mean to you to be courageous in your leadership style regardless of what people say?

PRINCIPLED

What are some of your principles for living? In what ways have you seen those principles at play in your job?

In what types of situations do you feel the tension between standard of living and standards for living? What motivates you to choose your principles first?

Apply What You've Learned

Select an activity from the list below to begin applying the lessons of this session to your organization.

Reflect: Write down the four principles of servant leadership from this session. Look at them throughout the week and consider the areas you could grow in as a leader. Take one step towards improving as a servant leader this week.

Serve: Pick one person at work to specifically encourage this week. Write them a note. Schedule a meeting with them and talk about the ways they're thriving in their job. Find a way to train them in a new area or develop them as a leader.

Discuss: Schedule a time to talk with someone you consider a servant leader. Ask them about their approach to leadership and for any advice on how you could improve as a leader. Tell them how their leadership has been an encouragement to you.

Session Three Handout: Actions of Servant Leaders



Before going through the questions on this handout, watch Session Three: Actions of Servant Leaders

Review

P.U.C.K. stands for:

P

U

C

K

Other than P.U.C.K., what else, if anything, would you say describes how a servant leader acts or thinks?

Of the four principles Donnie covers in this session, which ones do you think you do well? Which ones could you improve on?

Explore the Peach Tree Principles Further

PURPOSE

What effect does it have on a team when the purpose isn't clearly communicated?

What is the purpose of your team? What do you do to help communicate that purpose? What could you do to help recast vision for your team this week?

UNLEASHING SKILLS THROUGH TRAINING AND DEVELOPMENT

What are some ways leaders in your life have contributed to your training and development?

In what ways are you developing the people you work with? What do you think you could improve on in this area?

CREATING TEAM POWER

What is the dynamic within your team currently? What about the dynamic between different teams?

What could you do to promote a positive team dynamic—both within your team and among the various teams in your organization?

Session Three Handout: Actions of Servant Leaders



KEEPING IT POSITIVE THROUGH REGULAR RECOGNITION AND REWARD

What has a leader done for you to recognize and reward your accomplishments? What effect did his or her encouragement have on you?

What do you do to praise the good work of your work peers? What could you do this week to specifically praise one person for his or her work?

Apply What You've Learned

Select an activity from the list below to begin applying the lessons of this session to your organization.

List: Write down the P.U.C.K. acronym. Throughout the week, try applying one of the four principles of P.U.C.K. as you lead. Evaluate how you did at the end of the week and think of one way you can improve next week.

Encourage: Intentionally encourage the team you work with this week. Tell people what they're doing well, praise your team in a meeting, or take everyone out to lunch to celebrate the team.

Reflect: One of the principles from this session is to unleash skills through training and development. Think back over your career to the people who have trained and developed you as a leader. Consider thanking those people this week.

Session Four Handout: Habits of Servant Leaders



Before going through the questions on this handout, watch Session Four: Habits of Servant Leaders

Review

In addition to the habits Donnie mentioned, what are some other habits you've observed in servant leaders?

Who is someone you know who models one or more of the habits Donnie talked about? What does he or she do to maintain those habits?

Of the six habits Donnie listed, which one do you think you could improve on the most? What could it look like to thrive in that area?

Explore the Peach Tree Principles Further

INTENTIONAL

What sorts of things compete for your attention at work? Would you say all of those things are a priority to you? Why or why not?

What would you say are the most important tasks associated with your job? In what instances is it difficult to prioritize certain tasks over others?

What tasks, if any, could you say no to or delegate to someone else on your team?

LEAD FROM THE MIDDLE OF THE PACK

What could leading from the middle of the pack look like in your organization?

What about Donnie's approach to his employees appeals to you? What do you think his attitude communicated to the plant workers he talked to?

What could you do to show the people around you at work that they are valuable—not just to the company, but to you and to God?

Session Four Handout: Habits of Servant Leaders



ACCOUNTABILITY

What personal values do you need to be held accountable for? In what aspects of your job do you need people holding you accountable?

What are some other ways to keep yourself accountable in the workplace? In what ways do you seek accountability in your job?

RESPONSIBILITY

In what situations at work is it the most difficult to take responsibility? Why do you think those circumstances are the most difficult?

At what point have you had to take responsibility at work? What happened? How did you respond? What have you learned from that experience?

What's it like when someone doesn't take responsibility for their actions? Who suffers the most from their lack of personal responsibility? What could you do to coach that person to be a better employee?

PICK UP THE TRASH

What kinds of things do you ask of the people you lead? Would you be willing to do those tasks yourself? Why or why not?

What could "picking up the trash" look like in your organization?

Session Four Handout: Habits of Servant Leaders



SURROUND YOURSELF WITH THOROUGHBREDS

What are your standards for hiring people for your team? What qualities stand out to you the most when you're interviewing someone?

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Which attitude—fear or care—best describes your attitude towards your team? Why do you think that's your perspective? What, if anything, could you do to improve your attitude towards your team?

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What does it look like for you to build up the people on your team? What's your best hope for them and their careers? What else could you do to help them get there?

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Which two habits are you going to work on for the next several weeks? What specifically can you do to improve in those two habits?

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Apply What You've Learned

Select an activity from the list below to begin applying the lessons of this session to your organization.

Grow: Consider the peach tree principles Donnie covered in this series. As he suggested, pick two to work on for the next month. At the end of the month, evaluate how you've improved.

Learn: Pick up one of the books Donnie mentioned in this series—*Orbiting the Giant Hairball* by Gordon MacKenzie or *High Five!* by Ken Blanchard. Read the book, take note the servant leadership principles mentioned, and come up with one way to put them into action.

Reflect: Take time to write down all you learned in this series about servant leadership. Reflect on how you've grown as a leader over the past five years and how you'd like to improve in the next five. Return to what you've written often to remind yourself to grow as a servant leader.