

# Servant Leadership Today

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## In this Issue

["The Case for Leadership Development: 5 Reasons Why"](#)

[Servant Leadership Blog](#)

## Quick Links

[More About Us](#)  
[Servant Leadership Blog](#)  
[PI Event Calendar](#)  
[The Bridge Newsletter](#)  
[Journey Newsletter](#)



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## → "The Case for Leadership Development: 5 Reasons Why"

**Promotes Perpetual Learning.** Leadership techniques and technology is rapidly changing. According to James Canton, President, Institute for Global Futures, "If you were to disappear and come back after 90 days, the Net would have doubled, bandwidth would have increased by a third, and there would be a half a dozen innovations you would have missed." Employees need to be kept abreast of technical changes in leadership and technology so they are equipped to meet the needs of the highly intelligent and hi-tech 21st Century customer.

**If the employee doesn't receive training at work, where else will they receive it?** Americans spend an average of 46 hours a week at work, and this doesn't include all the time and energy that goes into raising children-awakening at the crack of dawn to get them ready for preschool and daycare, picking them up after work, dashing to PTA meetings, little league games, and ballet lessons. These employees don't have time (and in some cases the finances and energy) to further their education. So, any training and education they receive on the job is a welcome plus for their personal and professional development.

**Proves the Organization is committed to the employee.** Let's face it in most organizations the bottom line is still the bottom line. And in order to have a better bottom line, the organization must have a well-prepared workforce. When the CEO endorses the decision to train and educate his/her employees, he is also leading the organization's commitment and unselfishness to prepare a workforce that may eventually decide to leave the organization.

**Promotes Character Development.** Jim Hunter, speaker and author of the book, *Servant Leadership: The World's Most*



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*Powerful Leadership Philosophy*, says leadership development and character development are one in the same. In order to survive in our new world economy, character and integrity must come first.

**Proves the Leadership Understands the Importance of Leadership.** I can't tell you how many times I've conducted servant leadership workshops in a particular organization (small to midsize), and the CEO never shows up. What the CEO doesn't understand is that when he/she doesn't attend; guess who the employees spend their time talking (complaining) about? To the employees these sessions become just another Flavor of the Month.

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