



CHRIST
(DEEMED TO BE UNIVERSITY)
DELHI - NCR, INDIA

HOLISTIC EDUCATION

Session 1-Enhancing Personal Prowess of Students and Nurturing Student Character

MISSION

CHRIST is a nurturing ground for an individual's holistic development to make effective contribution to the society in a dynamic environment

VISION

Excellence and Service

CORE VALUES

Faith in God | Moral Uprightness
Love of Fellow Beings
Social Responsibility | Pursuit of Excellence



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Introducing Servant leadership: Enhancing Personal Prowess of Students

A good objective of leadership is to help those who are doing poorly to do well and to help those who are doing well to do even better. – Jim Rohn, American entrepreneur.

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Topics covered

S.No	Name of the topic
1	Ice breaking & Context Setting
2	Introduction to Servant Leadership
3	Three Groups of servant Leadership
4	Examples of servant Leadership
5	Understanding servant leadership through the life of St Kuriakose Elias Chavara
6	Servant Leadership & Nurturing Student Character
7	Six Pillars of Character
8	Simulation Activity

Activity 1 : Ice Breaking



Activity

- Divide the class into groups .
- Allot some groups as leaders and some as followers/members.
- Students have to introduce themselves with their names and ask the leaders to identify what kind of leaders they would want to become.
- Give same instructions for the follower group.
- Take reflections and build up for servant leadership background.

TRADITIONAL LEADERS

Sees leadership as a rank to obtain.

Uses power & control to drive performance.

Measures success through output.

Speaks.

Believes its about them.

SERVANT LEADERS

Sees leadership as an opportunity to serve others.

Shares power & control to drive engagement.

Measures success through growth & development.

Listens.

Understands its not about them.

Introduction to Servant Leadership

- As a servant leader, you're a "servant first" –

Principles of Servant leadership today



As a Leader:

Top Tips for Building Servant Leadership in your Organization

Top Tips for Building Servant Leadership in your Organization

Celebrate
& Praise
Others

Create An
Inspirational
Vision

Construct
Ethical
Guidelines

Empower
Others

Prioritize
People Over
Tasks

Be Flexible
& Agile

Lead With
Humility

Characteristics of servant leadership (Serve First and Lead Second)



Activity 2: Understanding servant leadership through the life of St Kuriakose Elias Chavara



<https://www.youtube.com/watch?v=Rt1PI2ohiDg>

Duration 3:14 mins

Reflect on the life story of St Kuriakose Elias Chavara and identify the elements which makes him servant leader.

Servant Leadership & Nurturing Student Character

Importance of character in servant leadership

A servant leader should

- A set of core ethical values
- Use this inspiration as a means to lead rather than use coercive means.
- The pillars of character -mutual understanding, cooperation and happiness at workplace.

T.R.R.F.C.C. (terrific)



The Six Pillars of Character®

Applying the Six Pillars of Character

TRUSTWORTHINESS

To be relied on as honest or truthful.

RESPONSIBILITY

To be accountable for your words, actions, and attitudes.

RESPECT

To be considerate of the feelings of others.

FAIRNESS

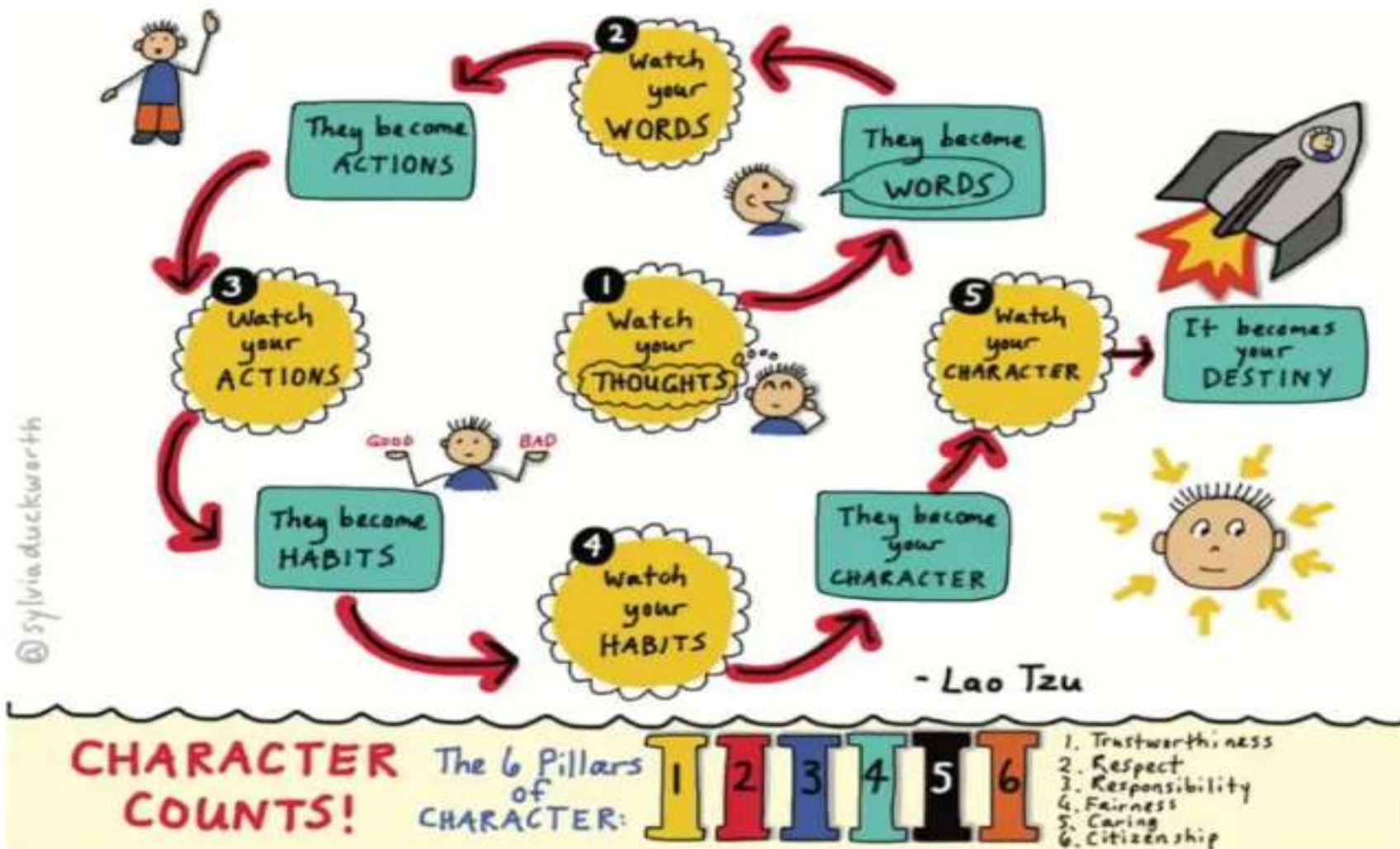
To be open minded and treat all people equally.

CARING

To display kindness and concern for others.

CITIZENSHIP

To do your share to make your home, school, community, and world better.



Activity

- Which of these 6 Pillars of Character would you consider as most essential for living a life that is meaningful , useful & successful ?

Roleplay Activity

- You are in charge for organizing a university cultural event. Unfortunately, the event did not start on time and was badly managed. You are now called by your teacher to explain what went wrong.
- Team 1 (2 members) : Enact the role of a leader who blames others for the failure
- Team 2 (2 members): Enact the role of a servant-leader who takes collective responsibility

Online Sources:

- *LCISD will be utilizing the Six Pillars of Character throughout the year in guidance lessons, and as a foundation for our campus cultures. Please contact Meyer Counselor Aida Manning with any questions: aida.manning@lcisd.org. (n.d.).* <https://www.lcisd.org/docs/default-source/campus-documents/Meyer-Elementary/General/character-counts.pdf?sfvrsn=2>
- Mind Tools Content Team. (2009). *Servant Leadership Putting Your Team First, and Yourself Second.* Mindtools.com. <https://www.mindtools.com/pages/article/servant-leadership.htm>
- Spears, L. (2010). *Character and Servant Leadership: Ten Characteristics of Caring Leaders.* Regent University. <https://www.regent.edu/journal/journal-of-virtues-leadership/character-and-servant-leadership-ten-characteristics-of-effective-caring-leaders/>
- *Greenleaf Center for Servant Leadership.* (2016). Greenleaf Center for Servant Leadership. <https://www.greenleaf.org/>



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Session-2

Principles of Servant Leadership: Listening, Empathy, Awareness, and Healing

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Contents

- Listening
- Empathy
- Healing
- Awareness

Characteristics of the Servant-Leader

1. Listening

Servant-leaders focus on listening to identify and clarify the needs and desires of a group.

2. Empathy

Servant-leaders try to empathize with others' feelings and emotion. An individual's good intentions are assumed even when he or she performs poorly.

3. Healing

Servant-leaders strive to make themselves and others whole in the face of failure or suffering.

4. Awareness

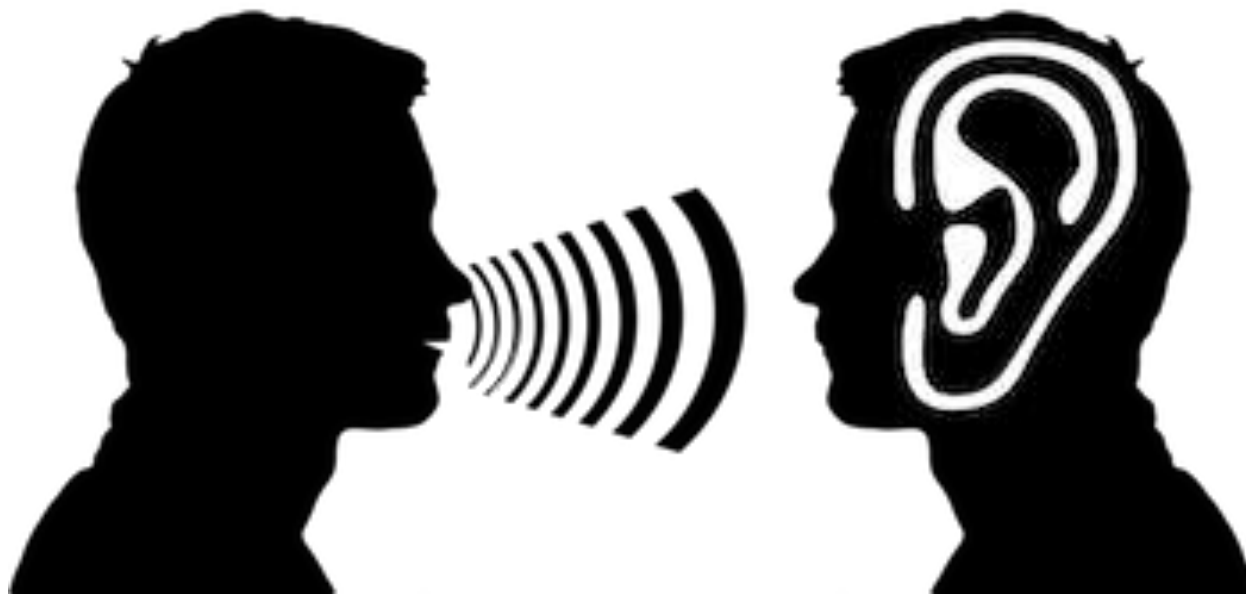
Servant-leaders are very self-aware of their strengths and limitations.





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LISTENING



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Build trust and
establish rapport.



Demonstrate concern.



Active Listening Skills

Ask specific questions.



Use brief verbal affirmations like:

Active listening techniques can
help you truly understand
what people are saying
in conversations
and meetings





Role of Listening in Servant Leadership

- **Listening** helps in building a sense of **community**.
- Listening entails truly feeling the emotions of the other person **without judgment**
- **Commitment to listening intently** to others



Barriers to effective listening



Key Differences

<https://www.youtube.com/watch?v=rzsVh8YwZEq> (1:27)

‘The Big Bang Theory’ Series – Scene on Active Listening

https://www.youtube.com/watch?v=3_dAkDsBQyk (01:55 mins)

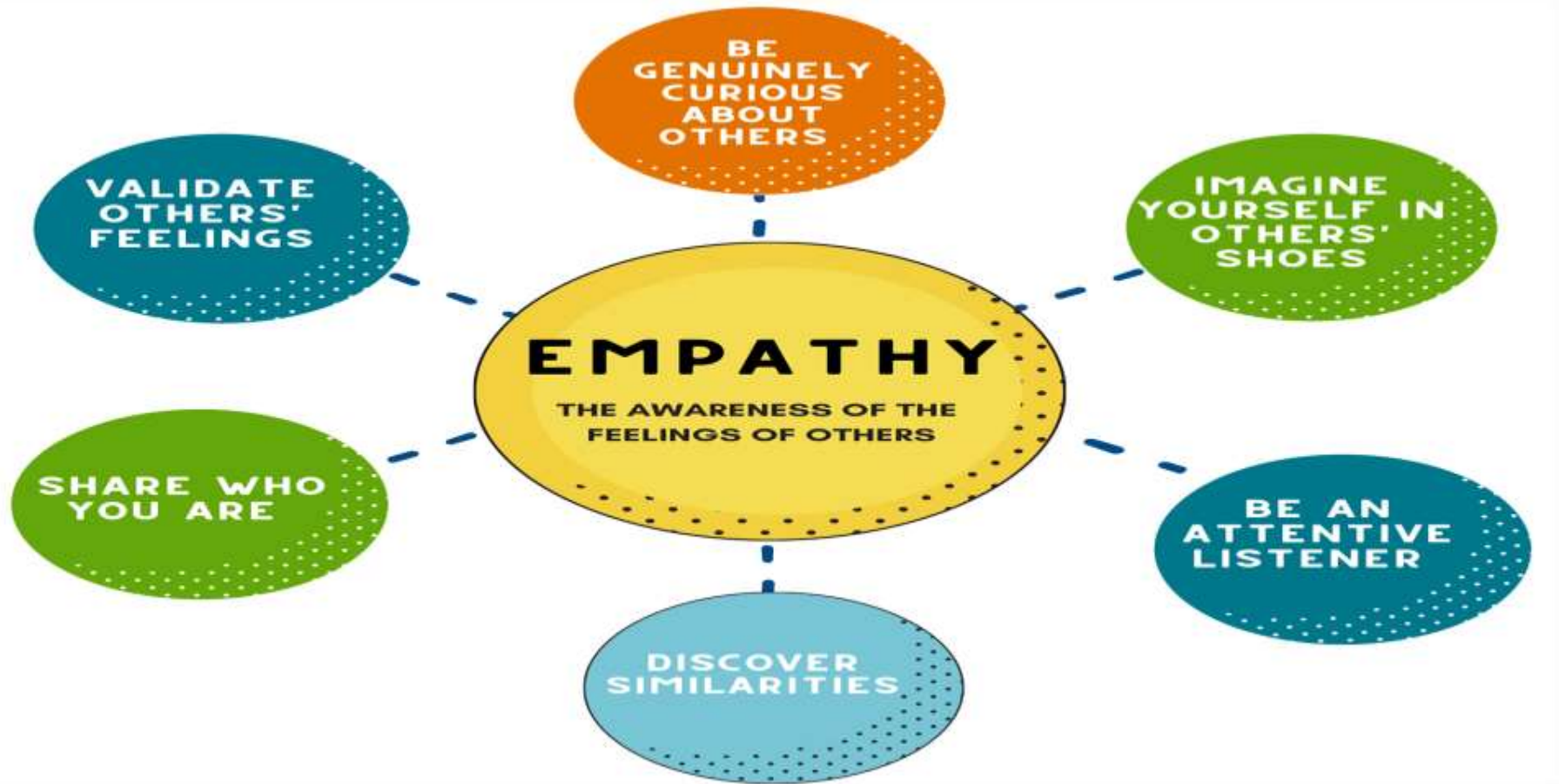
Exercise/Activity:

- Watch the promo video of CHRIST University, 2023 on **mute**
- Students are required to read/watch to the visuals /video presented and discuss what the visuals are trying to convey.
- Construct meaning from the visuals

CHRIST University Promo 2023 (3:30 mins)

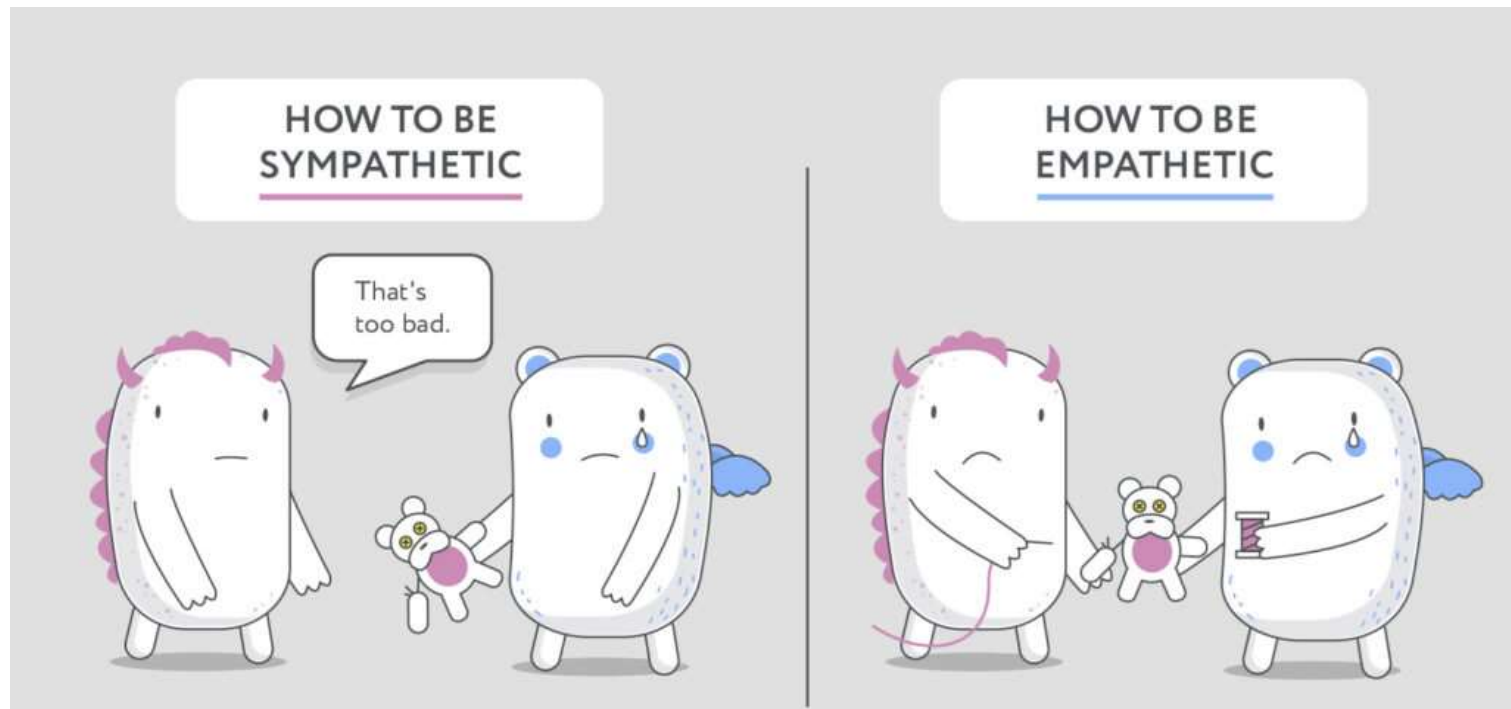
https://www.youtube.com/watch?v=yz-Oizlx0_U

What is Empathy?



EMPATHY vs. SYMPATHY

Empathy is when you can imagine you're in the other person's shoes, so you can **share their feelings.**



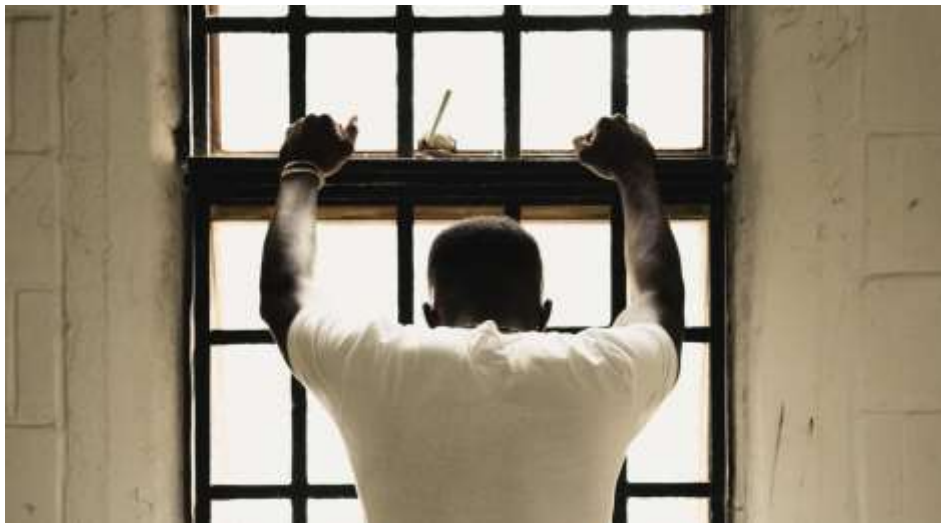
EMPATHY: The cornerstone of Servant Leadership



Simulation

- Can we empathize with someone we don't like?
- Can we empathize with someone who is a convicted offender?

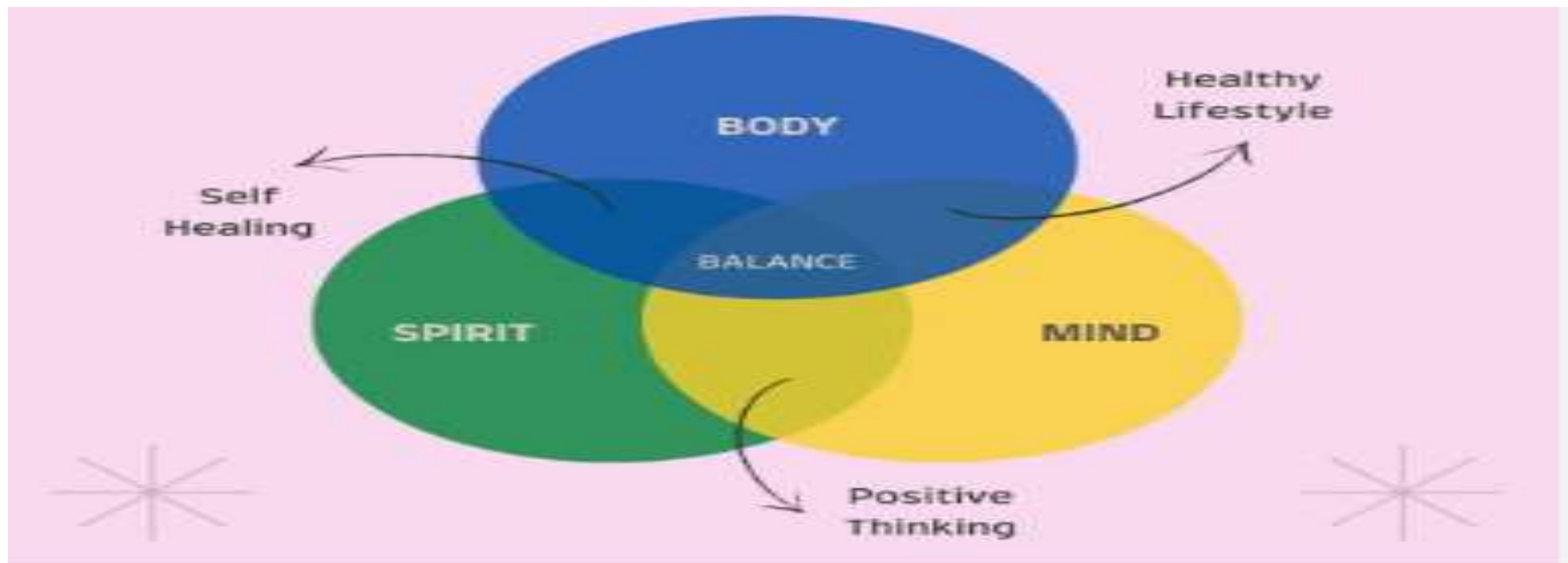
Imagine such situations and think about them.





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Healing Connection with the mind, body and soul



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Servant leadership provide a forum to help others express their feelings and — through empathetic listening — help them with the healing process or the emotional resolution.



Pyramid of **HEALING**



Mind, body, and Soul

FUNDAMENTAL OF LIVING A HOLISTIC LIFE



Always well within (Activity 1) 5 min

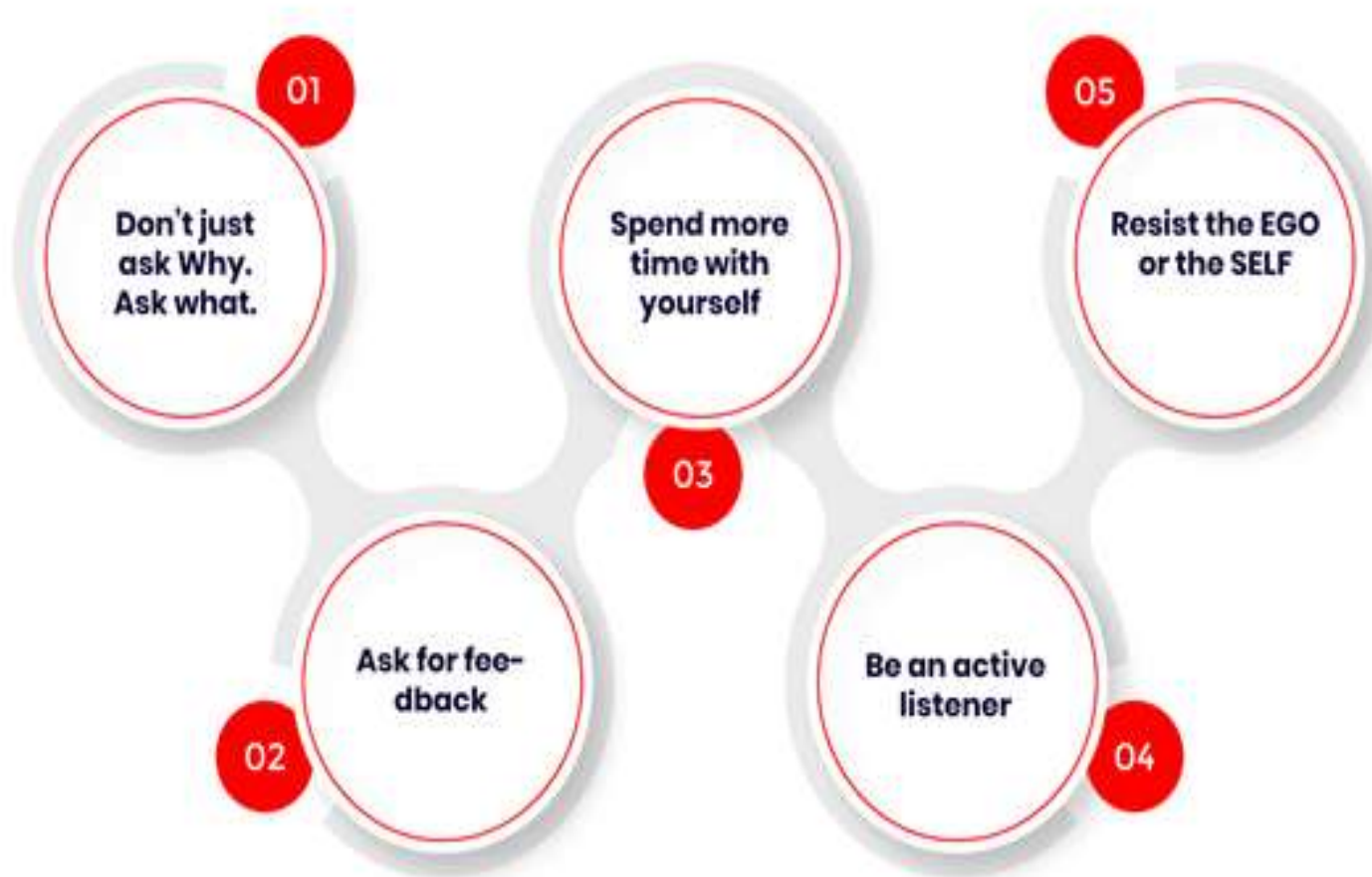
Introspect and ask yourself these self-discovery questions

- What matters to me most?
- What are my most important needs and desires? Does my present life fulfil them?
- What is my life's purpose?
- What would I like to stop worrying about? What steps can I take to let go of the worry?
- When I'm in physical or emotional pain, what are some of the best things I can do for myself?

Self Awareness

SELF-AWARENESS is having an accurate understanding of ourselves. That includes knowing our STRENGTHS, CHALLENGES, VALUES, EMOTIONS, and HOPES for the future. When kids and teens have stronger self-awareness skills, they're better EQUIPPED FOR SUCCESS.

5 ways to begin self-awareness.





Analyzing your thoughts and actions can be overwhelming, you may begin to question yourself. Remember to be kind and without judgment because at the end of the day self-love is a big part of self-awareness.

Further readings

- Zenger, Jack , and Joseph Folkman. “What Great Listeners Actually Do.” *Harvard Business Review*, 14 July 2016, hbr.org/2016/07/what-great-listeners-actually-do.
- Ohlin, Birgit. “Active Listening: The Art of Empathetic Conversation.” *PositivePsychology.com*, 15 July 2019, positivepsychology.com/active-listening/.
- Cuncic, Arlin. “How to Practice Active Listening.” *Verywell Mind*, 9 Nov. 2022, www.verywellmind.com/what-is-active-listening-3024343.



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SESSION 3

STEWARDSHIP AND FORESIGHT

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Stewardship

The careful and responsible management of something entrusted in one's care.

A Steward is

someone that is responsible and accountable to the authority above them for the privileges bestowed upon them.

Stewardship is an important part of living life to the fullest. If you find yourself in need of support stewarding your resources, relationships, and or opportunities in any variety of life circumstances, we'd love to come alongside you in the journey.

How to Inculcate Stewardship?



The Stewardship framework

To be an Effective Steward

<https://www.youtube.com/watch?v=U2GjU9BRQ54> (2mins 14 sec)

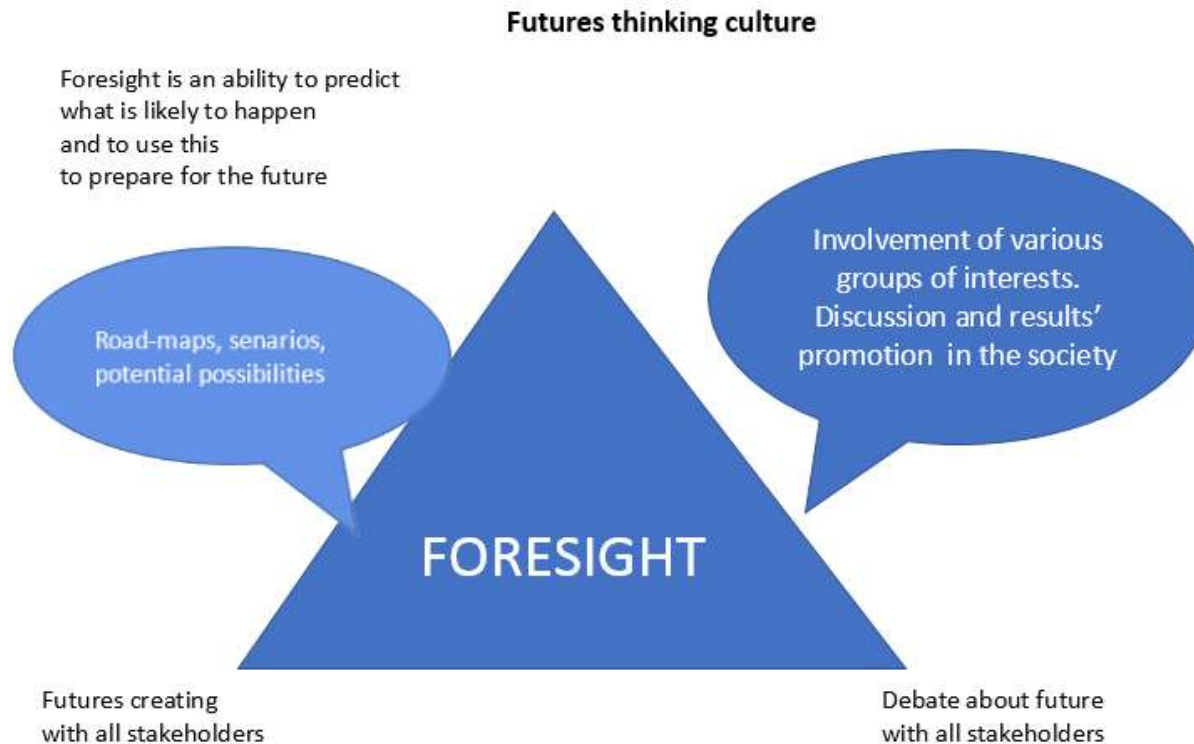


Foresight

/ˈfɔːrsaɪt/

The ability to foresee or
prepare wisely for the future

- Visionary thinking.
- Ability to judge correctly what is going to happen in the future and to use this knowledge to plan your actions.
- Careful attention for a better functioning and mapping developments.
- Rooted within the intuitive mind.

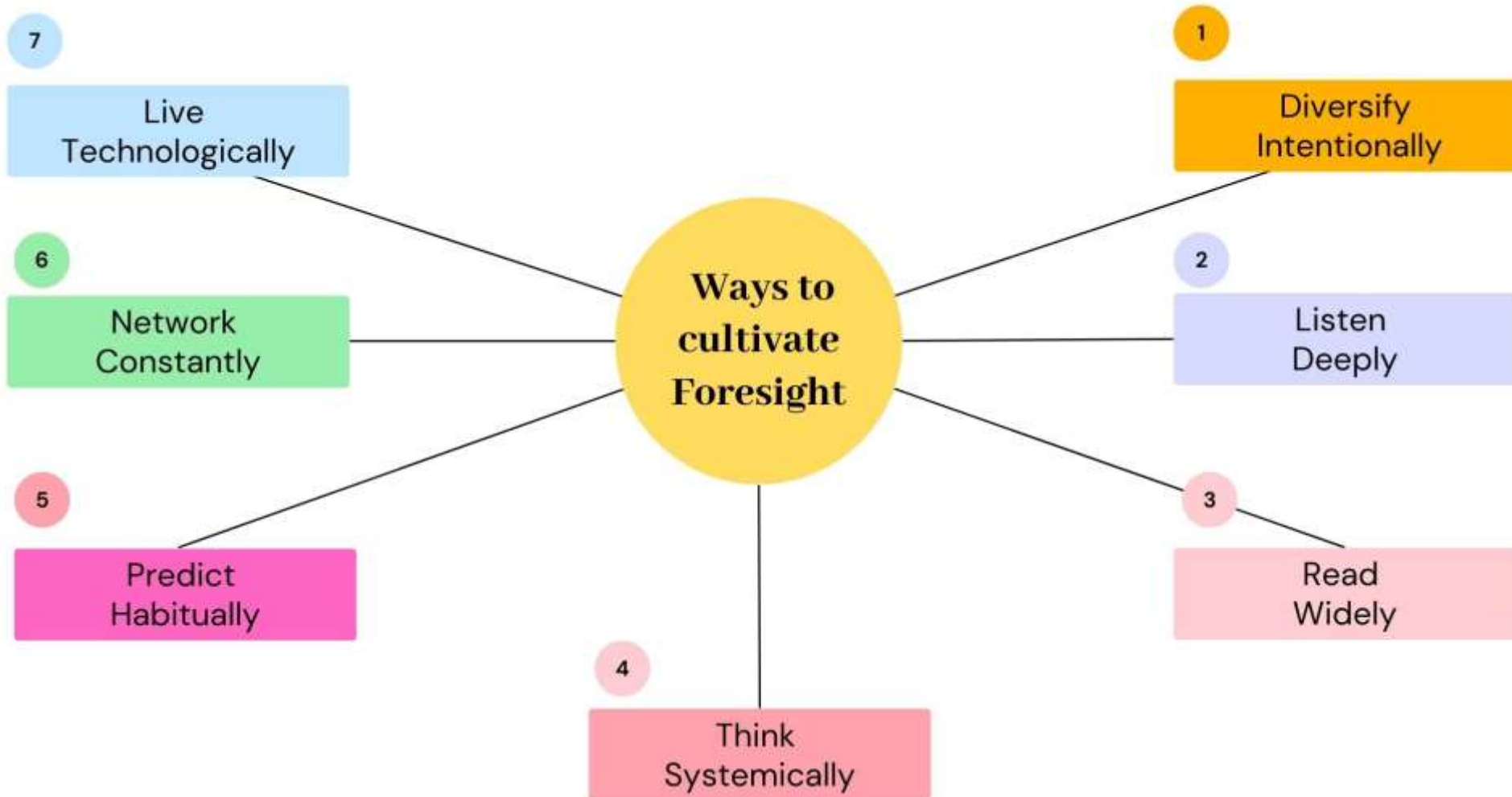


https://www.youtube.com/watch?v=Wk3Msbi-xZc&ab_channel=MatthewStranach (1:20)

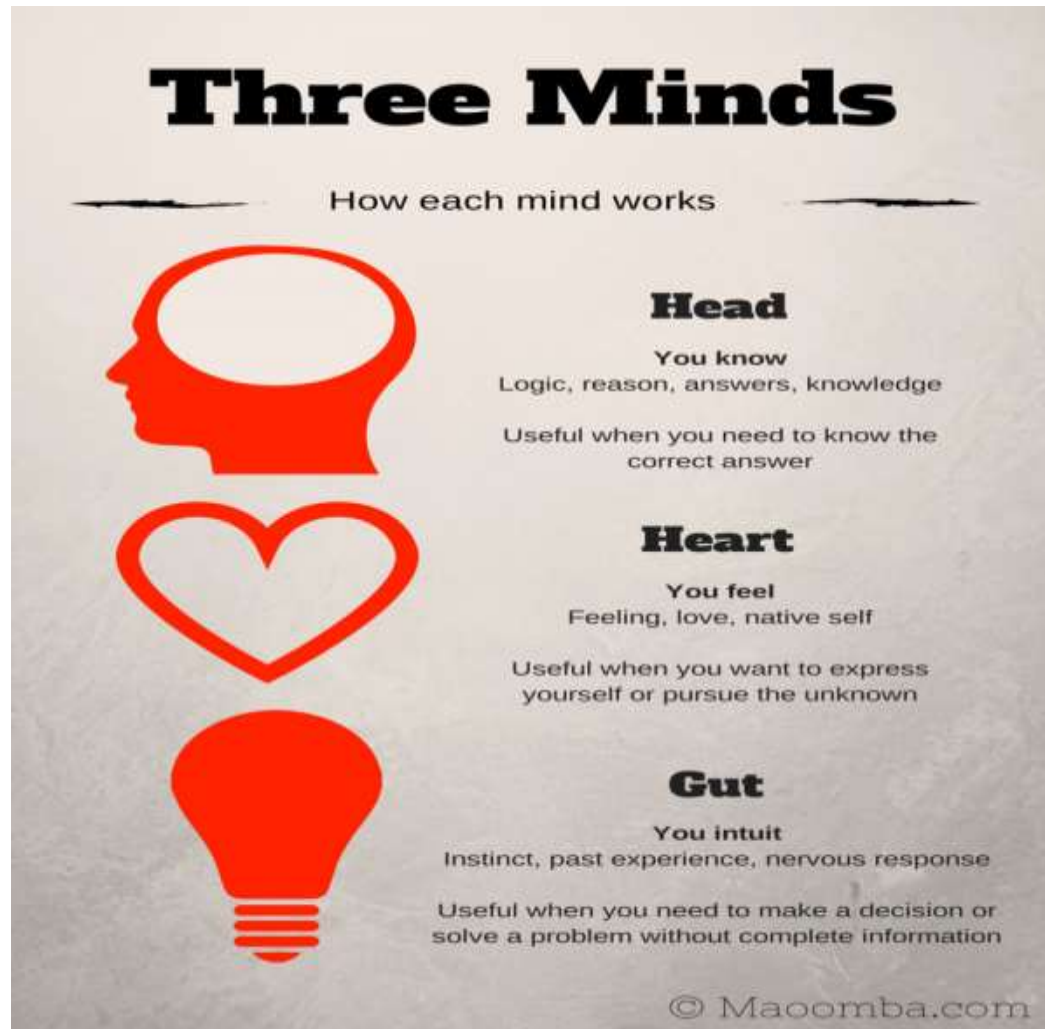
Foresight = Data + Intuition + Research + Creativity

5 Benefits of Foresight





COMPONENTS OF FORESIGHT



Reflective Activity on Foresight

1. Write down 3 to 5 life changing events in past?
2. Analyse these events.
3. What patterns do you see?

Share it with each other and as you process this loud, what does it inform you regarding your path forward in life.

REFERENCES

- <https://peoplemanagingpeople.com/topics/what-it-really-takes-to-do-servant-leadership/>
- https://www.regent.edu/wpcontent/uploads/2020/12/Spears_Final.pdf
- https://www.regent.edu/wpcontent/uploads/2020/12/Spears_Final.pdf
- <https://www.dailygood.org/story/447/the-10-gifts-of-a-servant-leader-larry-spears/>
- <https://www.gonzaga.edu//media/Website/Documents/Academics/School-of-Leadership-Studies/DPLS/IJSL/Vol-13/IJSL-Vol-13-01-Spears.ashx?la=en&hash=79A8A9F10FC7307D4C62880F46D02B3B58173919>
- <https://www.mindtools.com/pages/article/servant-leadership.htm>
- <https://www.greenleaf.org/what-is-servant-leadership/>
- <https://www.futuresplatform.com/blog/5-benefits-systematic-foresight-activity>



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SESSION 4

PERSUASION AND CONCEPTUALIZATION

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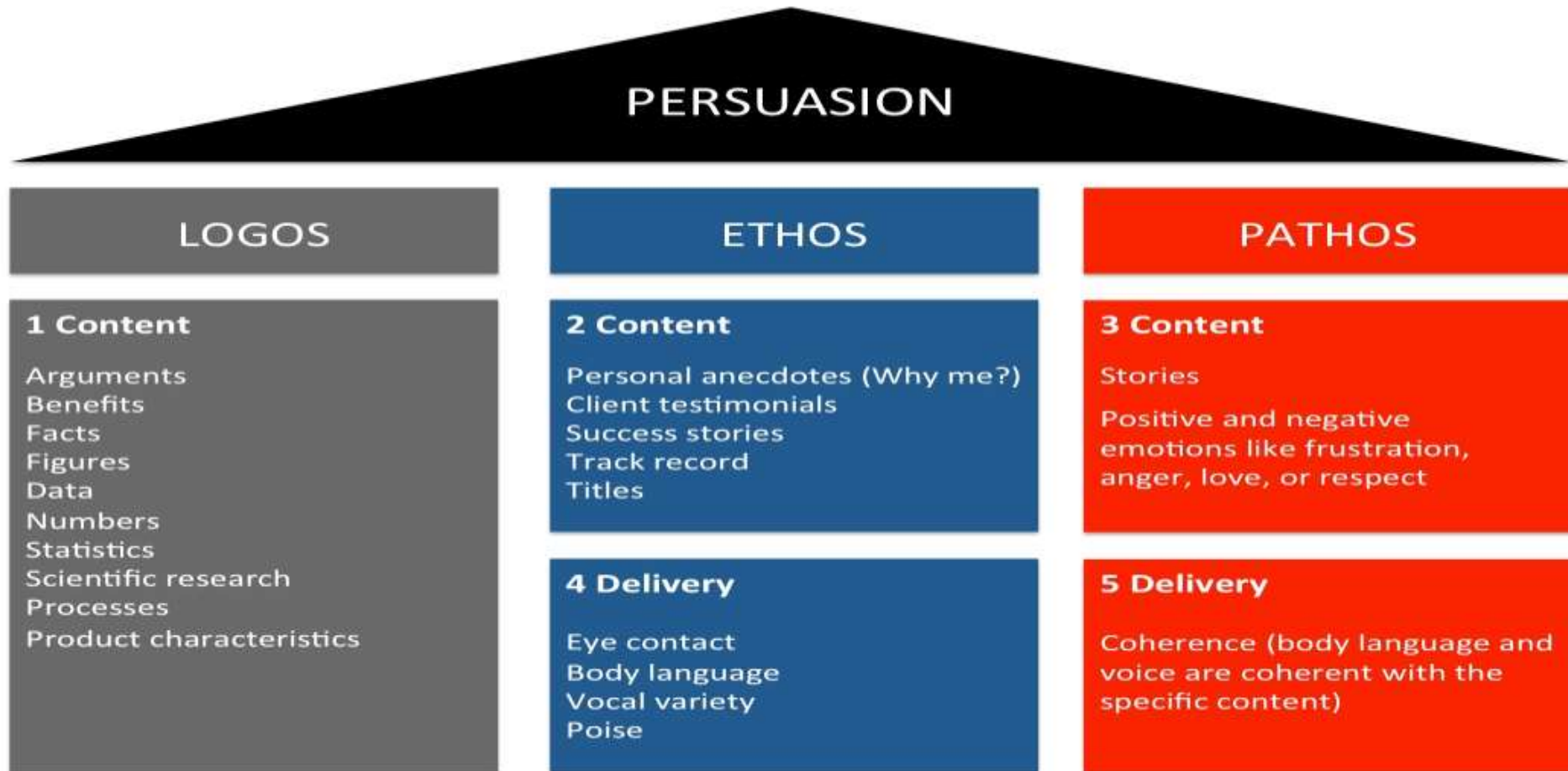
Defining Persuasion

“Using verbal and nonverbal messages to get a person to behave in some manner or embrace a point of view related to values, attitudes, and beliefs, that they would have not done otherwise.”



- <https://www.youtube.com/watch?v=uI3MgaFrKUw> (2:07)

Aristotle's 3 Rhetorical Approach



© Florian Mueck, The Five Dimensions of Persuasion

Persuasion – Servant-leaders rely on persuasion, rather than positional authority in making decisions.

Servant-leaders seek to convince others, rather than coerce compliance.

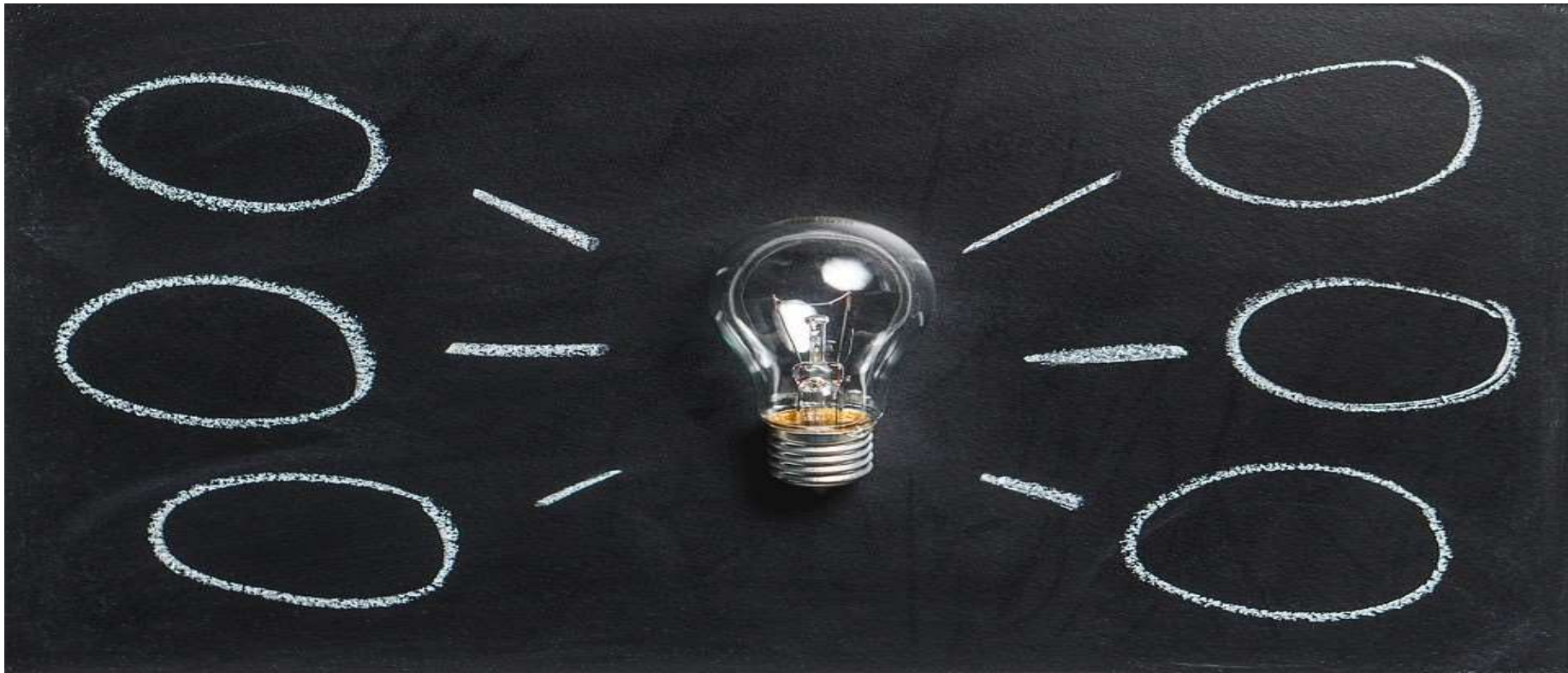
The servant-leader is effective at building consensus within groups.



Powers of Persuasion

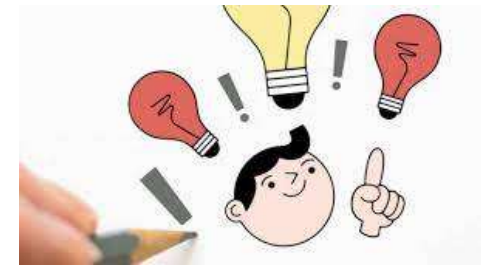
- Servant leaders:
 - Use persuasion rather than positional power to make organizational decisions
 - Possess a deep belief in the unlimited potential of staff
 - Build consensus
 - Tap the “entheos” (authentic spirit) rather than enthusiasm (sometimes fake)
 - Convince rather than coerce others

CONCEPTUALISATION



What are conceptions?

- Conceptions are mental images we use as summary devices for bringing together observations and experiences that seem to have something in common.
 - Example:
 - We observe some people
 - Talk a lot about men and women being equal
 - Go the rallies about the equality of men and women
 - Give speeches about the equality of men and women
 - At first, when we want to describe these people to others, we list all the above things they do
 - When the phenomena become more common, somebody develops a term "feminism" as a shorthand notion for efficiency
 - This term eventually becomes widely accepted.
 - The concept "feminism" is thus created.



Servant Leaders Conceptualize in Community

- Conceptualization: Servant-leaders seek to nurture their abilities to “dream great dreams.”
- The ability to **look at a problem** (or an organization) from a **conceptualizing perspective** means that **one must think beyond day-to-day realities**.
- For many leaders this is a characteristic that requires discipline and practice.





<https://www.youtube.com/watch?v=ZnjJpa1LBOY&t=109s>

Time: 3 : 21

References

- Robert C. Liden a,*, Sandy J. Wayne b, Hao Zhao c, David Henderson b. “Servant leadership: Development of a multidimensional measure and multi-level assessment” *The Leadership Quarterly* 19 (2008) 161–177
- Greenleaf, R.K. (1996). *On becoming a servant-leader*. San Francisco: Jossey-Bass Publishers.