Training Course on Servant Leadership

Professional Development Training Course Outline

Category	Leadership and Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Servant leadership is a transformative approach that prioritizes the growth and well-being of team members, fostering a culture of trust, collaboration, and empowerment. This philosophy shifts the traditional leadership paradigm, placing the needs of others at the forefront. By actively listening, empathizing, and supporting their teams, servant leaders cultivate stronger relationships, enhance individual potential, and ultimately drive organizational success. This course provides a comprehensive understanding of the core principles and practical application of servant leadership, equipping participants with the skills and mindset to lead with humility and create a positive and productive work environment. Participants will explore key concepts such as **empathy**, **listening**, **healing**, **awareness**, **persuasion**, **conceptualization**, **foresight**, **stewardship**, **commitment to the growth of people**, and **building community**, learning how to integrate these into their daily leadership practices.

This training program is designed to empower individuals at all levels to embrace the servant leadership model. Through interactive sessions, practical exercises, and real-world case studies, participants will gain actionable strategies to inspire and motivate their teams. By focusing on the development of their team members, servant leaders witness increased **employee engagement**, improved **team performance**, enhanced **innovation**, and greater **organizational citizenship**. The course emphasizes the importance of creating a **values-driven culture** where individuals feel valued, respected, and supported, leading to higher levels of **job satisfaction** and reduced **employee turnover**. Mastering servant leadership principles is not just about leading effectively; it's about building a sustainable and thriving organization where everyone can reach their full potential.

Programme Curriculum

Training Course on Servant Leadership

Introduction

Servant leadership is a transformative approach that prioritizes the growth and well-being of team members, fostering a culture of trust, collaboration, and empowerment. This philosophy shifts the traditional leadership paradigm, placing the needs of others at the forefront. By actively listening, empathizing, and supporting their teams, servant leaders cultivate stronger relationships, enhance individual potential, and ultimately drive organizational success. This course provides a comprehensive understanding of the core principles and practical application of servant leadership, equipping participants with the skills and mindset to lead with humility and create a positive and productive work environment. Participants will explore key concepts such as **empathy**, **listening**, **healing**, **awareness**, **persuasion**, **conceptualization**, **foresight**, **stewardship**, **commitment to the growth of people**, and **building community**, learning how to integrate these into their daily leadership practices.

This training program is designed to empower individuals at all levels to embrace the servant leadership model. Through interactive sessions, practical exercises, and real-world case studies, participants will gain actionable strategies to inspire and motivate their teams. By focusing on the development of their team members, servant leaders witness increased **employee engagement**, improved **team performance**, enhanced **innovation**, and greater **organizational citizenship**. The course emphasizes the importance of creating a **values-driven culture** where individuals feel valued, respected, and supported, leading to higher levels of **job satisfaction** and reduced **employee turnover**. Mastering servant leadership principles is not just about leading effectively; it's about building a sustainable and thriving organization where everyone can reach their full potential.

Course Duration

5 days

Course Objectives

1. Understand the fundamental principles of **servant leadership** and its historical context.
2. Develop active **listening skills** to effectively understand the needs and perspectives of team members.
3. Cultivate **empathy** to build stronger connections and foster a supportive work environment.
4. Learn techniques for **healing** and resolving conflicts within teams constructively.
5. Enhance **self-awareness** to recognize personal biases and their impact on leadership.
6. Master the art of **persuasion** through influence rather than authority.
7. Develop **conceptualization** skills to articulate a clear vision and strategic direction.
8. Improve **foresight** to anticipate future challenges and opportunities.
9. Embrace the role of **stewardship** in managing resources and responsibilities ethically.
10. Demonstrate a strong **commitment to the growth of people** through coaching and mentorship.
11. Learn strategies for **building community** and fostering a sense of belonging within teams.
12. Apply servant leadership principles to drive **ethical decision-making** within the organization.
13. Measure the impact of servant leadership on **organizational performance** and employee well-being.

Organizational Benefits

- Increased **employee engagement** and motivation.
- Improved **team collaboration** and communication.
- Enhanced **trust** and psychological safety within the workplace.
- Higher levels of **employee retention** and reduced turnover costs.
- Greater **innovation** and creativity through empowered teams.

- Stronger **organizational culture** based on values and respect.
- Improved **customer satisfaction** due to a more engaged workforce.
- Sustainable **long-term growth** and profitability.

Target Audience

1. Current **managers** and team leaders seeking to enhance their leadership effectiveness.
2. Aspiring **leaders** looking to develop a foundational understanding of ethical leadership.
3. **Human Resources** professionals interested in fostering a positive organizational culture.
4. **Project managers** aiming to build high-performing and collaborative teams.
5. **Executives** and senior leaders committed to driving values-driven organizational growth.
6. **Supervisors** and front-line leaders looking to improve their direct reports' engagement.
7. Individuals in **non-profit organizations** seeking mission-driven leadership approaches.
8. Anyone interested in learning about a people-centric and impactful leadership style.

Course Outline

Module 1: Foundations of Servant Leadership

- Defining servant leadership and its core tenets.
- Comparing servant leadership with traditional leadership models.
- The historical evolution and key figures in servant leadership.
- Understanding the philosophical underpinnings of servant leadership.
- Identifying the ten characteristics of a servant leader.

Module 2: Cultivating Essential Servant Leadership Skills

- Developing active listening and empathetic communication.
- Practicing self-awareness and emotional intelligence in leadership.
- Mastering the art of persuasion and influence without authority.
- Building trust and psychological safety within teams.
- Facilitating effective feedback and difficult conversations.

Module 3: Empowering and Developing Your Team

- Delegating effectively and providing autonomy.
- Coaching and mentoring team members for growth.
- Recognizing and celebrating individual and team achievements.
- Creating opportunities for learning and development.
- Fostering a culture of continuous improvement.

Module 4: Building High-Performing and Collaborative Teams

- Promoting collaboration and teamwork through shared goals.
- Facilitating effective team meetings and decision-making processes.
- Managing conflict constructively and fostering resolution.
- Building a sense of community and belonging within the team.
- Leveraging diverse perspectives and talents within the team.

Module 5: Leading with Vision and Integrity

- Developing a clear and compelling vision for the team and organization.
- Communicating the vision effectively and inspiring commitment.
- Leading with ethical principles and demonstrating integrity.

- Making values-driven decisions and promoting ethical behavior.
- Holding oneself and others accountable for actions and results.

Module 6: The Servant Leader as a Steward

- Understanding the concept of stewardship in leadership.
- Managing resources responsibly and ethically.
- Contributing to the well-being of the wider community.
- Focusing on the long-term sustainability of the organization.
- Creating a positive impact beyond immediate team goals.

Module 7: Implementing Servant Leadership in Your Organization

- Assessing the current leadership culture and identifying areas for growth.
- Developing strategies for integrating servant leadership principles.
- Overcoming common challenges in adopting a servant leadership approach.
- Measuring the impact of servant leadership initiatives.
- Creating a sustainable culture of servant leadership within the organization.

Module 8: The Future of Servant Leadership

- Exploring emerging trends in leadership and their alignment with servant leadership.
- The role of servant leadership in navigating change and uncertainty.
- Developing a personal action plan for continued growth as a servant leader.
- Building a network of servant leadership practitioners.
- The enduring relevance and impact of servant leadership in the modern workplace.

Training Methodology

This training course will utilize a blended learning approach incorporating:

- **Interactive lectures** and presentations with real-world examples.
- **Group discussions** and peer learning activities.
- **Case studies** and problem-solving exercises.
- **Role-playing** scenarios to practice servant leadership skills.
- **Self-assessment tools** for personal reflection and development.
- **Action planning** sessions to apply learning to individual contexts.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org **or call** *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com