



LEADERSHIP COACHING:

The highest type of ruler is one of whose existence the people are barely aware.

– Lao-Tzu

Overview:

JRCo *Leadership Coaching* is centered on the *Servant Leader* model. While *Servant Leadership* has its roots in Chinese antiquity, the contemporary *Servant Leader* work by Robert Greenleaf, beginning in the 1970's, has created a powerful leadership model that aligns well with the mission-driven nonprofit sector. *More information about Servant Leadership is on the following page.*

As stated on the website, *Leadership Coaching* is a safe, confidential space in which a nonprofit leader can explore a range of topics that impact their ability to be the successful leader they want to be.

Specifics:

1. There is no charge for the first meeting with a potential *Leadership Coaching* client. The first meeting will be approximately an hour.
2. After the first meeting, JRCo will submit a *Leadership Coaching* planning process proposal to you. If both parties agree to the proposal, the planning process begins.
3. Planning Process Phase I: typically we meet for three 1.5 hour meetings to review a wide range of topics in both the Leadership and Management components of your work-life. Out of those conversations, we generate a *Leadership Coaching Plan* that fits your specific needs.
4. Planning Process Phase II: typically we meet every other week for 3-6 months to review your progress on implementing your Leadership Coaching Plan.

Fees:

The standard *Leadership Coaching* fee is \$100 per hour. However, this fee can be modified depending on a range of factors.

Contact:

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TEN PRINCIPLES OF SERVANT LEADERSHIP

by Robert Greenleaf

- *Listening*: puts the emphasis upon listening effectively to others.
- *Empathy*: needs to understand others' feelings and perspectives.
- *Healing*: helps foster each person's emotional and spiritual health and wholeness.
- *Awareness*: understands his/her own values and feelings, strengths and weaknesses.
- *Persuasion*: influences others through their persuasiveness.
- *Conceptualization*: needs to integrate present realities and future possibilities.
- *Foresight*: needs to have a well-developed sense of intuition about how the past, present, and future are connected.
- *Stewardship*: is a steward who holds an organization's resources in trust for the greater good.
- *Commitment to the growth of people*: is responsible for serving the needs of others.
- *Building community*: goal is to help create a sense of community among people.

Links for more *Servant Leadership* content:

- [Servant Leadership: a Path to High Performance:](#)
- [Why Isn't Servant Leadership More Prevalent?](#)
- [Articles About Servant Leadership](#)
- [Servant Leadership: Huffington Post](#)
- [Popeyes CEO on Servant Leadership](#)
- [How to Become a Servant Leader](#)
- [Robert K. Greenleaf Center for Servant Leadership](#)

Quotes about *Servant Leadership*:

- **Nelson Mandela**: *It is better to lead from behind and to put others in front, especially when you celebrate victory when nice things occur. You take the front line when there is danger. Then people will appreciate your leadership.*
- **Cesar Chavez**: *You must become a servant of the people. When you do, you can demand their commitment in return.*
- **The Lakota Way**: *When choosing a leader, we always kept in mind that humility provides clarity where arrogance makes a cloud.*
- **Maya Angelou**: *Courage is the most important of all the virtues, because, without courage, you can't practice any other virtue consistently.*
- **Stephen Covey**: *It has generally been my experience that the very top people of truly great organizations are servant-leaders.*
- **Mark Twain**: *it is curious that physical courage should be so common in the world and moral courage so rare.*
- **M. Scott Peck**: *Servant-leadership is more than a concept, it is a fact. Any great leader, by which I also mean an ethical leader of any group, will see herself or himself as a servant of that group and will act accordingly.*



Selected Endorsements for *Executive Leadership Coaching*:

I have never met anyone like John who has such sharp and profound insight into things but it is endorsed by reason. Very quick in action, clarity and precision in speech, extremely well-balanced between intellect and emotion and great sense of humor. He is also very resourceful, and I have learned a lot from him. He is truly courageous and loyal, which permits him to always speak truth. For someone as gifted as he, he is extraordinarily humane, and I always felt respected by him.

Keiko Taylor, Executive Director, Dancing Classrooms Geneva

John Ross was and is a mentor to me. His counsel was sought by his peers, the community and elected officials. John's expertise in so many areas makes him a versatile and knowledgeable leader. But the distinguishing characteristic about John is his impeccable integrity, transparency and commitment to what is ethical and just.

Andra Bennett, APR, Senior Director of Communications, Fort Worth Chamber of Commerce

Through the years I have worked with dozens of professionals. But, there are only a few who have been worthy for me to rank as my mentor. John's management skills, coupled with his knowledge of human behaviors and the social service system, truly sets him apart from many who try to create programs to help our youth of today. John's never ending support throughout our inaugural season helped us to be as successful as we were. He is an incredible teacher and leader.

Mark Rogalsky, Unit Manager for Prevention Services at Pittsburgh Mercy Health System

I was brand new to the world of non-profits, let alone running a business. John helped to bring out the leadership qualities in me, and always reminded me to trust my instincts. John is someone who I will always regard as a great teacher and leader. I firmly agree with his philosophy behind Servant Leadership.

Katie Zaytoun, Executive Director, Dancing Classrooms Virgin Islands

John is a tremendously talented guy with a servant's heart.

Tim Madigan, senior writer, Fort Worth Star-Telegram

He has provided wise counsel and compassionate mentoring throughout our time working together. He worked diligently to create a team culture throughout the organization with care, joy and a sense of humor.

Nancy Duncan, Director, Dancing Classrooms/Long Island

I have come to appreciate and rely on John's expertise and wisdom over the past year and a half. His leadership style is at once very professional and also very approachable and warm. His mentorship has made a lasting impact on me as a leader in my own organization

Matt Longhurst, Artistic Director, Dancing Classrooms Greater Seattle