

12 Qualities of a Servant Leader

Building Community

Dr Robin Cheung

What is community?

- The word “community” - root from Latin “communis”, meaning common, public & shared by many or all - customs, values, religion & identity
- Living rather than mechanical, authentic rather than contrived
- Good community is marked by trust, love, friendship & fun
- Within the community, stressing
 - Diversity & unity
 - Independence & interdependence
 - Mutuality and reciprocity: mutual acceptance, respect and trust
 - To serve and to be served
- Synergize

Why is it important?

- A sense of community and a good community can fulfil members' needs: survival, security, social belonging, self-esteem, opportunity to actualize oneself, serve and grow
- Can temper rough individualism, isolation and alienation
- Makes work more meaningful by helping individuals become parts of the whole
- Gives the institution human talents and the vigour to innovate
- Can give institutional resilience and adaptability in times of crisis and change
- Makes big institutions beautiful Vs Small is beautiful

How to nurture the quality?

- Learn to see the whole as well as the parts - learn from our body: parts and whole
- Find your own place of contribution in the institution/community
- Balance individualism and collectivism: avoid extremes on both sides
- Embrace individual differences and work to integrate them and organize them around the common vision and values
- Surface the common values and discuss them together
- Build trust and nurture friendships in the workplace without sacrificing values and principles
- Learn to like and love others
- Have fun and laughter with members and celebrate success with the group