



Servant Leadership Training & Development Pricing

effective as of 11/26/23



Explore a Bold New Way to Lead

Servant Leadership Institute
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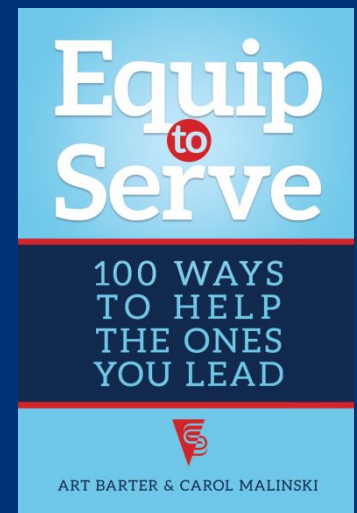
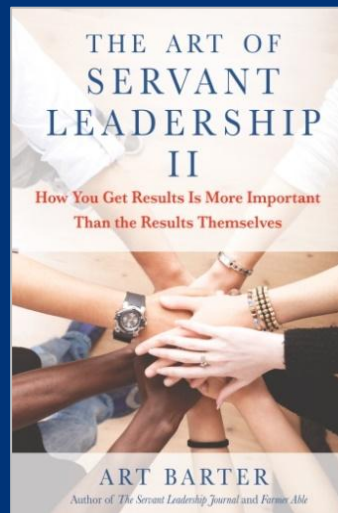
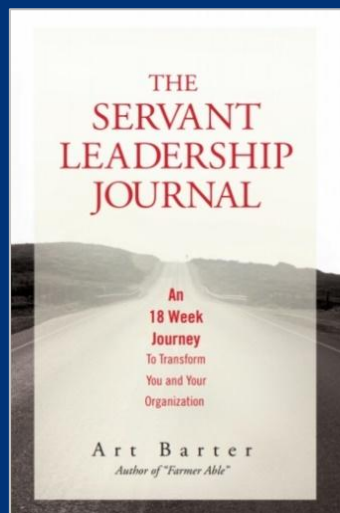
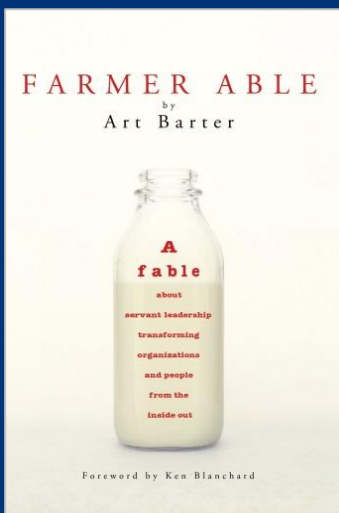
ABOUT THE FOUNDER

Art Barter believes “how you get the results is more important than the results themselves.” To teach people about the power of servant leadership, Art started in his own backyard by rebuilding the culture of the manufacturing company he bought in 2004, Datron World Communications.

Art took Datron’s traditional power-led model and turned it upside down; and together with his management team, began to serve first. The result: a small international radio manufacturer grew from a \$10 million company to a \$200 million company in six years. In late 2016, Datron received a record \$495 million purchase order which Art feels is a direct result of the companies servant leadership culture.

Fueled by his passion for servant leadership and the lessons learned from the implementation of Datron’s culture shift, Art founded the Servant Leadership Institute (SLI) in 2008 as a vehicle to share his knowledge and to teach others how to inspire and equip those they influence.

As an authority on servant leadership implementation, Art shares his expertise in business books, websites, podcasts and blogs. His experience with Datron’s transformation to a servant-led organization is chronicled in the book, *The Art of Servant Leadership*. Art’s book, *Farmer Able: A Fable About Servant Leadership Transforming Organizations And People From The Inside Out*, has been endorsed by leaders of servant-led companies including WD-40, Popeye’s, Franklin Covey, Ken Blanchard Companies, and John C. Maxwell. He is the author of *The Servant Leadership Journal: An 18 Week Journey To Transform You and Your Organization*, and *The Art of Servant Leadership II: How You Get Results Is More Important Than the Results Themselves*, and co-author of *Equip to Serve: 100 Ways to Help The Ones You Lead*.



WHY CHOOSE SLI?

Experience

Since 2008, we have provided hands-on training and relationship-based programs that show managers how to lead differently and inspire their teams.

Recognized Leadership

We are recognized for leadership in the community. In 2017, we received the Small Business Leadership Development Award by the Carlsbad Chamber of Commerce. Our founder and CEO was named in the Top 30 for the 2015 John C. Maxwell Leadership Award and was named to “Top Thought Leaders” by Trust Across America in 2017, 2018, 2019, and 2020.

Proven Successes

As one example of servant leadership implementation, Datron World Communications, Inc., a servant-led global manufacturing company, experienced the following :

- A 5% voluntary turnover average from 2011-2019;
- A 100% increase in the level trust in leadership from 2007 to 2019;
- Over \$500K in savings since 2008 due to improvements offered and implemented by employees;
- A 24% pretax portfolio return.

“Art Barter is one of the truly great servant leaders in the world. As one who gets results in a way that inspires trust, Art genuinely models what he teaches. He’s wonderfully captured his insightful approach to leadership in this fun and terrific book. A delightful read.”

**— Stephen M. R. Covey
best-selling author of
The SPEED of Trust**

The end result of servant leadership implementation? An organization that operates at peak performance with happy, engaged employees who are more creative, energized and productive.



Transforming your organization into a serve first culture is a journey and you'll need inspiration along the way. That's why we offer free webinars and podcasts and have sponsored or written a number of leadership books.

ServantLeadershipInstitute.com

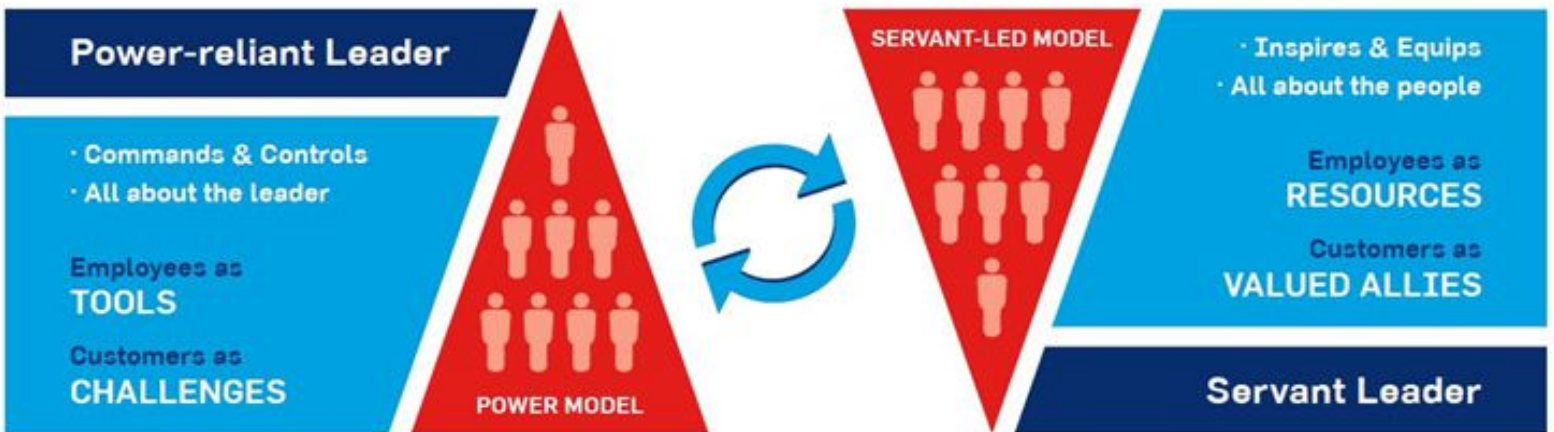
ABOUT SERVANT LEADERSHIP

What is Servant Leadership?

Servant leadership is a set of behaviors and practices that turn the traditional "power leadership" model upside down. Instead of the people working to serve the leader, the leader works to serve the people.

When leaders shift their mindset and serve first, they unlock purpose and ingenuity in those around them, which results in higher performance and engaged, fulfilled employees.

Flip the Organization Chart™



Training Leaders to “Serve First” Since 2008

The Servant Leadership Institute goes beyond theory. It helps people and organizations put servant leadership into practice. This leadership approach challenges us to build trust, actively listen and add value. We offer:

- Hands-on training and coaching, where theory meets practical application
- Relationship-based programs that focus on your unique needs
- Events and publications to inspire a lifetime of practice

OUR CLIENTS

How and Who We Serve

SLI exists to inspire and equip leaders to find meaning and purpose in their work; foster an environment of trust and respect at all levels in an organization; and achieve not just success, but significance. We serve our customers by meeting them where they are, listening carefully so we can design and implement servant leadership programs that meet their specific needs and requirements.

Servant Leadership Institute services a wide variety of corporate, government, and non-profit audiences throughout the U.S. Audiences have included international engagements with more than 500 attendees, as well as ten-person teams on corporate retreats. Clients include the following distinguished organizations:



CHARITABLE FUND

SLI Employees Give Back
We believe the most important measure of a servant-led organization is this:
are those less fortunate better off after coming in contact with you?



TRAINING PROGRAM

“Servant Leadership: The Road Best Traveled” with five training modules

We designed this program to educate the participants about servant leadership: a proven leadership practice that can involve every employee and foster positive behavioral change, and to equip each participant with the proper tools to implement servant leadership. Servant leadership transformation involves both a mindset change and a behavioral change and this program addresses both of these aspects. An overarching presentation will define servant leadership, the qualities of a servant leader and why it matters. A detailed look at specific servant leadership behaviors will follow the introductory training so participants learn how to practice servant leadership. Also included are modules on developing high-performing teams; how to implement the behaviors using a 90 day plan; how to address specific challenging situations and finding practical servant leadership applications, and finally a session is presented on building and sustaining a servant leadership culture.

The end result of this servant leadership training program will be the natural creation of a servant leadership community of practice, instilled with a common understanding, language, practical tools and key behaviors to implement servant leadership for cultural change.

Learning Outcomes

- Understand the definition of servant leadership, the qualities of a servant leader and why it matters.
- Learn the behaviors necessary to practice servant leadership and the outcomes of practicing this type of leadership.
- Gain an understanding of the definition of each behavior and how it is practiced.
- Examine the relationship between personal and organizational values.
- Examine the business rationale for cultural change.
- Key active listening techniques.
- When to pause and reflect to renew and refresh one’s own leadership intention.
- Options to deal with employees who breed negative influence within the organization and do not encourage others, but are seeds of discouragement.
- Identify and define desired behavioral expectations. Behave Your Talk.™
- How to coach behavioral expectations when dealing with challenging situations.

Live or Virtual Training

Electronic files for Modules 1-5

Participant Guides
PowerPoint Decks for each Session
Evaluation Form Template
Certification of Completion Template

Investment:

One Training Module ½ day \$2,500
One Training Module full day \$5,000
All 5 Training Modules ½ day \$12,500
All 5 Training Modules full day \$20,000
Workbooks/Materials per attendee \$20

TRAINING PROGRAM *(continued)*

Overview of “Servant Leadership: The Road Best Traveled” with five training modules

Module 1: What Is Servant Leadership?

Ever wonder what servant leadership is all about? This interactive session explains the basics of what servant leadership is, and what it's not.

- Beginning the Journey
- Defining Servant Leadership
- Power Leader vs. Servant Leader
- Flip the Organization Chart™
- History of Servant Leadership
- Measuring Servant Leadership
- Why Travel This Road?
- Benefits of Servant Leadership
- Myths vs. Realities
- Business Case for Servant Leadership
- Servant Leadership Case Studies
- Best Practices of a Servant Leader
- Servant Leadership Accountability
- Challenging Beliefs
- 10 Things to Begin as a Servant Leader

Course Duration: 2 - 4 Hours, virtual

Module 2: Practicing Servant Leadership

How do we practice servant leadership in everyday life? This module teaches the nine behaviors of a servant leader, and creates an individual action plan for demonstrating the behaviors.

- 9 Behaviors of a Servant Leader
- Serving the Needs of Others
- Identifying Trusted Relationships
- Covey's Trust Equation
- Aligning Values & Behaviors
- Listening with Empathy
- Overcoming Barriers to Listening
- Analyzing Thought Processes
- Recognizing "Old Files"
- Motivated Strengths
- Delivering and Receiving Feedback
- Expanding Your Circle of Influence
- Behave The Talk™
- Behavior Assessment
- Personal Action Plan

Course Duration: 2 - 4 Hours, virtual

Module 3: Developing High-Performing Teams

How do we get our team to take the journey? This session prepares participants with tools needed to motivate others by using your organization's mission to align with a common purpose.

- Team Requirements
- Stages of Team Development
- Assessing the Team

Module 3: Developing High-Performing Teams *(continued)*

- Decision Making Strategies
- Using the Mission to Motivate
- Creating Engaged Employees
- Hiring for Character
- Managing Conflict
- Restoring Trust
- The Power of Diversity
- Aligning Common Purpose
- 10 Things to Improve Diversity Competence
- Goals, Roles, Process
- Utilizing Strengths
- Forming a Community of Practice

Course Duration: 2 - 4 Hours

Module 4: Challenging Situations

Run into a roadblock on your servant leadership journey? This module provides leaders with strong attitudinal and behavioral skills in building trusted relationships. Roadblocks and challenging situations experienced by your organization are incorporated into the course.

- Building Blocks of Communication
- Behavioral Expectations
- Identifying Behavioral Challenges
- Steps for Courageous Conversations
- Confronting Behavior
- Little Foxes
- Emotional Intelligence
- Importance of the "Pause"
- Methods to Inspire and Equip
- Situational Role Playing
- Questioning for Specificity
- Reframing

Course Duration: 2 - 4 Hours, virtual

Module 5: Building and Sustaining Servant Leadership

How do we stay on the road? This session provides tools and guidance how to implement and sustain servant leadership, 90 days at a time.

- Reviewing Your Journey
- Why You Do What You Do
- Your Desired Results
- Transformation
- Cultural Change Journey
- Building Blocks of Change
- Case Study
- Coaching to Produce Results
- Promoting Culture Through Story
- Developing Your Own Story
- Creating a 90 Day Plan

Course Duration: 2 - 4 Hours, virtual

INTERACTIVE WORKSHOP

“What Is Servant Leadership?”

Ever wonder what servant leadership is all about? This interactive session explains the basics of what servant leadership is, and what it’s not. This program introduces participants to servant leadership: a proven leadership practice that can involve every employee and foster positive behavioral change, and to equip each participant with the proper tools to implement servant leadership. Servant leadership transformation involves both a mindset change and a behavioral change and this program addresses both of these aspects. An overarching presentation will define servant leadership, the qualities of a servant leader and why it matters.

Course Overview

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- Servant Leadership Accountability
- Challenging Beliefs
- 10 Things to Begin as a Servant Leader

Course Duration: 2 - 4 Hours, virtual

Learning Outcomes

- Understand the definition of servant leadership, the qualities of a servant leader and why it matters.
- Learn the behaviors necessary to practice servant leadership and the outcomes of practicing this type of leadership.
- Gain an understanding of the definition of each behavior and how it is practiced.
- Examine the relationship between personal and organizational values.
- Examine the business rationale for cultural change.

Live or Virtual Workshop

Electronic files:

- Participant Guide
- PowerPoint Decks for Session
- Evaluation Form Template
- Certification of Completion Template

Investment:

Workshop ½ day	\$3,000
Workshop full day	\$6,000

KEYNOTE SPEAKER

Servant Leadership: The Road Best Traveled

Overview

This interactive experience provides the basics of what servant leadership is and quite frankly, what it's not. Art will compare the power model of leadership to the service model and evaluate how these models affect employee engagement and productivity. The presentation includes an examination of the steps leading to culture transformation, how trust is the foundation for everything and how servant leader behaviors guide employees' daily interactions.

Attendees will learn:

- How to define servant leadership, its origins and purpose.
- How to understand the difference between the power and service models of leadership.
- The nine key servant leadership behaviors.
- How to understand the benefits of servant leadership in growing people and organizations.
- Ways to determine your own next steps in learning and growing as a servant leader through guided implementation.
- Examine Stephen M.R. Covey's *Speed of Trust* formula to understand the economic and organization impact of trust.

Investment:

- \$5,000 Art Barter 1-hour Virtual or In-Person Keynote Presentation*
- TBD Travel Expenses

* other timeframe options may be requested for quoting

LEADERSHIP CONSULTING

Servant Leadership Consulting

Overview

The purpose of our Servant Leadership Consulting is to maximize an individual's personal and professional growth as a servant leader, their positive impact on the organization and to support professional, departmental and organizational growth.

Servant leadership consulting:

- Has an ethical, moral base
- Aligns with company values
- Is a thought-provoking and creative way that inspires you to maximize personal / professional potential
- Assists in aligning individual planning, goal setting, and achievement with organizational planning, goal setting, and achievement
- Targets skill development and competency in demonstrating in key servant leadership behaviors
- Success is measured by the extent to which you can positive influence, grow and develop others

Objectives:

Objectives are determined on an individual basis. Input from stakeholders in the organization are solicited. Based on this input, the consultant and the organization (or individual) work together to create a plan.

Hourly Consultation Rate

- \$425/hr Consultation with SLI founder & CEO, Art Barter

SUMMARY

We welcome the opportunity to work with you. We would strive to accentuate the positive attributes of your organization; to help bring to life your Vision, Purpose and Values to inspire and engage employees; to provide proven leadership skills for emerging leaders so they have a solid foundation to soar, and to challenge senior leaders to increase their influence even beyond their current accomplished positions.

