

Creating Servant Leaders in Your Student Leadership Team

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Presented to the Midwest Clinic

December 18, 2025

Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others. ~Jack Welch

Instilling Servant-Leadership

- Training vs Formation
- The complexity of peer leadership
- *Serviam*, “I will serve”
- *Primus inter pares*, “first among equals”
- Eliciting the *best*
- Servant Leader’s Credo

*The first responsibility of a leader is to define reality. The last is to say thank you.
In between, the leader is a servant.* ~Max DePree

How Servant Leaders Lead

- Personal Example
- Flip the Pyramid
- Listen
- Humility
- Coach and Mentor

The key to successful leadership today is influence, not authority. ~Kenneth Blanchard

The “Character”-istics of a Student Leader

- Character development and leadership development are the same
- Influence
- The Leadership Pyramid

Culture: from the Latin cultus, which means “care.” ~Daniel Coyle

Culture Building

- Trickle-down effect
- Guardians of the culture
- Covenants of Excellence
- Principles of Culture Building

Conflict, when handled correctly, strengthens. ~Benjamin Watson, NFL player

Conflict Resolution

- Root Causes

- What kind of leader are you going to be? Builder or destroyer?
- Proactive Strategies
- Reactive Strategies

Not much happens without a dream. And for something great to happen, there must be a great dream! Behind every great achievement is a dreamer of great dreams. ~Robert Greenleaf

Defining Your Vision for Student Leaders

- What do student leaders do?
- Articulating your True North

“I want to have a program that values_____.”

“I want to work with people who value_____.”

Successful leadership is not about being tough or soft, sensitive or assertive, but about a set of attributes. First and foremost is character. ~Warren Bennis

What Makes a Good Student Leader

- Character
- Personal Example
- Attitude
- Interpersonal Relationships
- Skill

*A good leader is like a candle—it consumes itself to light the way for others.
~adapted from Mustafa Kemal Atatürk*

The Selection Process

- Ongoing
- Length of process
- Invest more in the beginning
- Application
- Recommendations
- Audition/Interview
- Selection committee
- Student feedback

Attitudes are more important than facts. ~Dr. Karl Menninger

Making the Correct Choice: Things to Pay Attention To

- What is their “why?” What is their motivation?
- Being in charge; Résumé building; Self-interest
- Servant-leadership instincts
- Character
- Awareness of problems and solutions or an eagerness to solve them
- What sort of influence will this person be?
- Good relationships with most students?
- Respected by others?
- A good teammate?

- What skills does this student need to develop?
- Willing to work and improve?
- Coachable?
- Will other students respect their performance ability?

Young people need models, not critics. ~John Wooden

Continued Formation

- Time
- Resources
- Book club
- Social activities
- Clinicians
- Camps

When a flower doesn't bloom, you change the environment, not the flower. ~Alexander Den Heijer

When Student Leaders Fail

- What do you expect? Provide clarity.
- The imperfection in all of us; the nature of adolescence
- A problem that is manageable or a problem that is not manageable
- Courage to make a change
- Retaining the dignity of everyone
- Moving forward

*The more that you read, the more things you will know. The more that you learn, the more places you'll go.
~Dr. Seuss*

Recommended Reading

- *Serviam! The Three Pillars of Student Leadership: Leading, Teaching, Conducting* by David Montgomery
- *The Culture Code* by Daniel Coyle
- *The Art of Community* by Charles Vogl
- *Crafting Culture* by Tim Lautzenheiser and David Vandewalker
- *Wooden on Leadership* by John Wooden and Steve Jamison
- *Good to Great* by Jim Collins et al
- *The 21 Irrefutable Laws of Leadership* by John Maxwell
- *The World's Most Powerful Leadership Principle* by James Hunter

It's the little details that are vital. Little things make big things happen. ~John Wooden

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Special thanks to GIA Publications for sponsoring this presentation.