

Creating Servant Leaders in Your Student Leadership Team

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LEADERSHIP

A good leader is like a candle—it consumes itself to light the way for others.

serviamleadershipacademy.com





The Heart of a Servant Leader

"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

Cultivating a servant's heart that desires to help others grow and succeed. The focus of servant leadership is on character formation and people growing. It is a people-centric way of leading in which the leader's primary responsibility is to help others become their best.



Training vs Formation

Deep character development that forms the philosophies, principles, and instincts that will guide leaders in the varying circumstances that arise



The Complexity of Peer Leadership

Navigating the unique challenges of leading equals



Serviam "I will Serve"

A defining choice; a daily choice



Primus inter pares "First among equals"

Identifying as a mentor



Eliciting Excellence

Bringing out the best in others



Servant Leader's Credo

A vision for servant leadership

Servant Leader's Credo

I believe leadership is a powerful force that can change lives and make them better.

I believe leadership is influencing and guiding people positively so they can grow and achieve success.

I believe leadership is eliciting the best from others.

I believe positive leadership works best in most situations.

I believe that my personal example and attitude as a leader has tremendous power and is contagious to everyone around me as it shapes the atmosphere of our environment.

I believe the strength of my character is a critical ingredient to the effectiveness of my leadership.

I believe everyone in my group wants to be successful and I will use my leadership to help them achieve it.

Servant Leader's Credo

I will engage others to bring them into our community while recognizing and valuing the unique contributions each person makes.

I will work to create positive relationships with everyone I lead.

I will approach leadership as being a coach and a mentor to others.

I will treat others with respect and dignity throughout my leadership.

I will do my best as a leader at all times and in all situations.

I will continue to learn and use the knowledge and experiences I gain to strengthen my leadership.

You can count on me as a leader.

Serviam. I will serve.

How Servant Leaders Lead

Servant leadership empowers others and facilitates their growth. It is about helping people reach their potential.



Personal Example

Lead by doing, not just directing. Your actions set the standard.



Flip the Pyramid

Put those you lead at the top. Your role is to support them.



Listen Deeply

Truly hear what others are saying. Understanding precedes action.



Practice Humility

Acknowledge limitations and celebrate others' strengths.

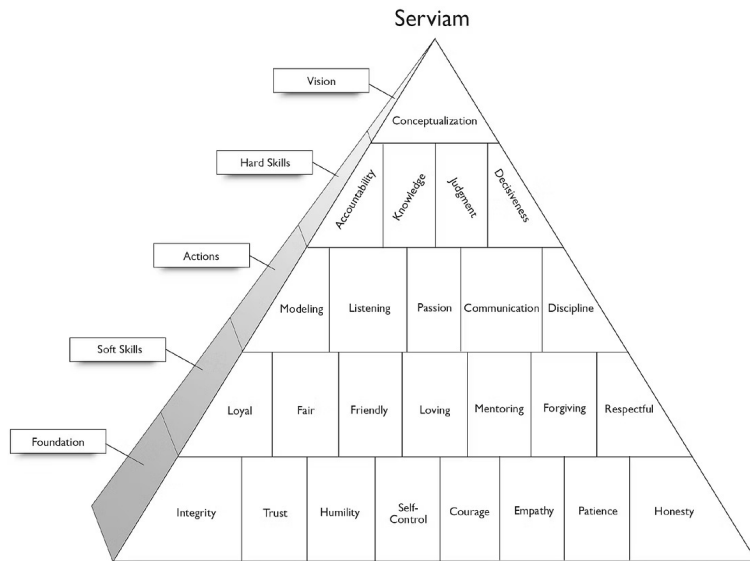


Coach and Mentor

Invest in developing others' skills and character continuously.

THE LEADERSHIP PYRAMID

Leadership is influencing and guiding people positively so they can grow and achieve success.



The "Character"-istics of a Student Leader

Character development and leadership development are the same. The qualities that make someone a person of character are the same qualities that make them an effective leader.

Influence not authority. Example and encouragement instead of power and compliance.

Culture Building

From the Latin *cultus*, which means "care"

A strong culture is not about winning. It's about creating an environment where everyone can be their best selves. ~Gregg Popovich, San Antonio Spurs former Head Coach

Student leaders are the guardians of the culture. Directors set the expectations, but student leaders live them for everyone else to see.



Conflict Resolution

Conflict is a part of all human interaction. Not all conflict is bad. Good conflict helps sharpen our focus, pushes toward a greater commitment to excellence, and achieve success.



Defining Your Vision for Student Leaders

Before you can develop student leaders, you must articulate your guiding principles that define your vision for student leadership and what you're building together.

What Do Student Leaders Do?

Define specific roles, responsibilities, and expectations clearly from the start

Articulate Your True North

Create clear statements that guide every decision and action

Reflection Questions:

"I want to have a program that values _____."

"I want to work with people who value _____."

What Makes a Good Student Leader



Character

Integrity, honesty, and moral courage form the foundation of effective leadership



Attitude

A positive, growth-oriented mindset that inspires others to excel



Personal Example

Actions that consistently demonstrate the values you want others to embrace



Interpersonal Relationships

The ability to build trust, communicate effectively, and work well with diverse personalities



Skill

Technical competence and the ability to execute responsibilities with excellence

The Selection Process

Selecting student leaders isn't a one-time event—it's an ongoing process that requires careful attention and multiple touchpoints.

1

Ongoing

Students should know that the evaluation process is always happening

2

Length of process

Determine when you would like to announce the leadership team and work backward from there

3

Application

Create a process for students to formally express their desire for leadership

4

Recommendations

Input from teachers, peers, and other mentors

5

Audition/Interview

Should match and assess the responsibilities as much as possible

6

Selection Committee

Involve others in the decision-making

7

Student Feedback

What will be the involvement of student feedback?

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 with others? A good teammate?
- Respected by others?
- Good relationships with most students?

What skills does this student need to develop?

- Coachable?



When Student Leaders Fail

Student leaders are adolescents still developing. When they struggle, consider whether the problem is manageable or requires a change. Key considerations:

Have you provided clarity about expectations?

Remember the imperfection in all of us and the nature of adolescence

Distinguish between manageable and unmanageable problems

Have the courage to make necessary changes

Retain the dignity of everyone involved

Focus on moving forward constructively

SERVIAM!

The Three Pillars of
Student Leadership:

LEADING
TEACHING
CONDUCTING

David Montgomery

Foreword by
Matthew Arau

Thank you for attending!

Contact Information

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