



Servant- Leadership

Speaker Script · "The Model for The Marching Force"

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SLIDES 21

THE HAMPTON UNIVERSITY MARCHING FORCE · PRE-DRILL CAMP 2026

Presenter notes for every slide, in order. Bracketed cues are stage directions; quoted lines are suggested wording — say them in your own voice.

01 Servant- Leadership

SLIDE 1 — TITLE: Servant-Leadership

THE FLAGSHIP SESSION. This is the program's leadership model — everything else in the weekend hangs off it.

OPEN: "Every program decides what kind of leaders it builds. We've already decided."

02 Icebreaker

SLIDE 2 — ICEBREAKER: "That's a Leader" (1:06)

SET UP: "One clip, one question: what makes somebody a leader worth following?"

Play it.

AFTER: take two or three answers. Write the words they use where everyone can see them — you'll come back to them at the close.

03 The Model

SLIDE 3 — THE MODEL (statement slide)

Read it.

THE SENTENCE: "We do not lead in order to be served. We serve in order to lead."

Takeaway: "Serve first. Lead always." That's our sign-off on every deck this weekend — point that out.

04 Where It Comes From

SLIDE 4 — WHERE IT COMES FROM

Robert K. Greenleaf, 1970, The Servant as Leader.

"His premise was simple and radical: the best leaders are servants first."

"It reframes leadership as stewardship, not privilege. Responsibility, not rank."

Note it's now one of the most studied models in the world — business, military, education, church.

05 Servant First, Leader Second

SLIDE 5 — SERVANT FIRST, LEADER SECOND

"The order is the whole idea."

CONTRAST: the leader-first serves only enough to protect the position.

THE TEST: "Do the people grow, or do they just obey?"

READ THE CALLOUT: "You weren't handed a title to be served. You were handed a section to serve — and to hold to the standard while you do."

GIVE THEM THE DAILY QUESTION: not 'what do I want from them' but 'what do they need from me.'

06 Why It Is Our Model

SLIDE 6 — WHY IT IS OUR MODEL

"Not a trend we adopted. The identity we were built on."

It's named by word in our Mission and Vision — point back to this morning.

And it's the foundation of the director's scholarship: a dissertation on servant-leadership in the HBCU marching band.

"The same model that earned the degrees now runs the block."

07 The Ten Characteristics

SLIDE 7 — THE TEN CHARACTERISTICS

Larry Spears drew ten traits from Greenleaf's writing.

Don't read all ten here — the next three slides group them. Just orient them: person, mission, community.

08 Serve the Person

SLIDE 8 — SERVE THE PERSON

Listening, Empathy, Healing, Awareness.

BEST LINE ON THE SLIDE: "Most 'attitude' is an unheard need." Say it twice — it will change how they handle their hardest member.

On Healing: sections carry homesickness, failure, conflict. Name that it's real.

09 **Serve the Mission**

SLIDE 9 — SERVE THE MISSION

Persuasion, Conceptualization, Foresight, Stewardship.

EMPHASIZE: "Win buy-in with reasons and respect, not rank and volume."

And Stewardship: "Your section, its instruments, and its name are held in trust. Return them better."

10 **Serve the Community**

SLIDE 10 — SERVE THE COMMUNITY

Commitment to Growth, Building Community.

"Measure your leadership by who your people BECOME, not only how they perform."

READ THE CALLOUT — it's the hinge to the hazing session: "A section that truly belongs to one another does not need to haze to prove it, and will not tolerate anyone who tries."

11 **Know What They Need**

SLIDE 11 — KNOW WHAT THEY NEED

"You cannot lead a hungry, tired, unsafe, or excluded section to greatness."

Walk the needs hierarchy quickly and make it literal: water, rest, safety, belonging — then performance.

PRACTICAL: "If your people are dehydrated, your leadership problem is a water problem."

12 **The Best Test**

SLIDE 12 — THE BEST TEST (statement slide)

Greenleaf's own test. Read it as written.

"Are they growing because of you? Healthier, wiser, stronger, freer — and more likely to serve others themselves?"

Takeaway: "Judge yourself by how they grow."

Let this sit. It's the most demanding sentence in the session.

13 **Servant vs. the Old Way**

SLIDE 13 — SERVANT VS. THE OLD WAY

Two columns. Read the old way in that voice, then reset.

ASK QUIETLY: "Which column did the leader you remember most fall into?"

14 The Five Sources of Power

SLIDE 14 — THE FIVE SOURCES OF POWER

French and Raven: coercive, reward, legitimate, expert, referent.

THE POINT: "The first three come with the title and disappear with it. Expert and referent — competence and respect — are the two you build, and the two that last."

15 The Antidote to Hazing

SLIDE 15 — THE ANTIDOTE TO HAZING

This is the bridge to the hazing session. Slow down.

"Hazing is a broken answer to a real need — belonging. Servant-leadership meets that need without cruelty."

"New members get developed, not tested. Welcomed, not weeded out."

LAND: "A served section polices itself. People protect what protects them."

16 What It Is Not

SLIDE 16 — WHAT IT IS NOT

CRITICAL SLIDE — some of them have been quietly hearing 'soft' for twenty minutes. Kill it here.

Not permissive. Not doing their work. Not being liked. Not weakness.

READ THE CALLOUT: "High support, high standards. Servant-leaders are often the most demanding people in the room — because they can push hard and still keep the room."

17 What It Looks Like Here

SLIDE 17 — WHAT IT LOOKS LIKE HERE

Translate it into their actual day.

FIRST IN, LAST OUT appears here — flag it: "That's the creed, and it closes both days of this camp."

BEST LINE: "The kindest thing you can do is refuse to let them be less than they can be."

18 Does It Actually Work?

SLIDE 18 — DOES IT ACTUALLY WORK?

For the skeptics in the room. Keep it brisk.

Higher trust, engagement, and performance. Stronger citizenship, lower turnover. A serving culture that reproduces itself.

LAND: "The model that's right is also the model that wins."

19 Before You Lead Them

SLIDE 19 — BEFORE YOU LEAD THEM

Four reflection questions. Don't answer them for the room — give real silence.

THE ONE TO SIT ON: "Where are you tempted to lead first — for credit, control, or comfort?"

Have them write one answer down.

20 Our Covenant

SLIDE 20 — OUR COVENANT (statement slide)

Read it as a commitment, not information. Slower and lower than the rest of the session.

Takeaway: "We serve to lead."

21 Serve First. Lead Always.

SLIDE 21 — CLOSE: Serve First. Lead Always.

Come back to the words they gave you after the icebreaker — point at them.

"Put your people before your position, the mission before your moods, and the section before yourself."

End on the sign-off.