

## Building a Leadership Culture

### Resource Guide

### Servant Leadership

**People come first and the focus remains on the greater cause and purpose. We serve, inspire and lead.**

#### Key Takeaways

People want to work for leaders who are in their corner—not commanding work but supporting their work. That’s what it means to be a servant leader. You’re not being subservient, you’re looking out for the best interests of your team and Brinkmann.

This means you need to be humble—willing to get out of your ivory tower and help your team. Service over status.

**Servant Leadership - John Maxwell:** <https://youtu.be/peXZ7K2-6k0>

**What is Servant Leadership:** <https://www.youtube.com/watch?v=aKk0AaaFqtU>

#### Actionable Items

1. Keep an open-door policy. Be approachable. Make yourself available and actually show an interest in your team members lives

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2. Walk around the office: Take 15 minutes each day to walk around the office or site and chat with your team. Find out what they’re working on and ask how you can help.

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3. Lead by example: A Brinkmann employee knows that running your operation is very hands-on and mechanical. Don’t be above getting your hands dirty. Show your team that you’re willing to jump in and get things done for the good of the team.

4. Think about starting each day by saying, “Today I will....”

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