On Becoming Servant Leaders in the Manner of Vincent de Paul

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J.

J. Patrick Murphy, C.M.
Vincent on Leadership: The Hay Project
School of Public Service
Leadership Is An Affair of the Heart

...all the other systems don’t matter if we don’t get the heart right first
http://www.youtube.com/watch?v=XVQ1ULfQawk&feature=player_detailpage
Did you know?
Our Approach to Leadership

- Leadership is a relationship
- Leadership is everyone’s business
- Leadership development is self-development

(Life is a do-it-yourself project)
The Leadership Model

Vincentian Leadership Assessment (VLA)
Orientations and Competencies

Vincent on Leadership: The Hay Project
Where Are You Going in Life?

We cannot become what we want to be by remaining who we are.

Max DePree
African Proverb

Found posted on a wall in China
Every morning in Africa, a gazelle wakes up. It knows it must run faster than the fastest lion or it will be killed.
Every morning a lion wakes up. It knows it must outrun the slowest gazelle or it will starve to death.
It does not matter whether you are a lion or a gazelle
When the sun comes up, you better start running

African Proverb
What Can We Learn

From Mr. Keating?

http://www.youtube.com/watch?v=qQtmGcdSDAl
Carpe Diem

Gather ye rosebuds while ye may…

—We are food for worms, lads…

Mr. Keating
For Your Information…

Let me ask a few questions:
How long do you expect to live?
## Life Expectancies

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(last)
How long do you expect to be dead?

Write it down
Death has to win only once

Life has to win every day

www.legacy.com
What Will Be Your Epitaph?

Write it down

REV. MARTIN LUTHER KING, JR.,
1929 - 1968

"Free at last, Free at last,
Thank God Almighty
I'm Free at last."
Which Do You Prefer

- Sunrise?
- Sunset?
What is your favorite day of the week?

We could hardly wait to get up in the morning

Wilbur Wright
Where Are You Going?
Where Do You Want to Be

...in 5 years?

You do not have to take life the way it comes to you

You can design your life to come to you the way you want it
You Will Be Somewhere

Do you want to be where you are now?
In Five Years...

Columbus opened up a whole new world by discovering the Bahamas, Cuba, Hispaniola and North and South America
In Just Under Five Years...

Michelangelo painted the Sistine Chapel
In Less Than Five Years…

Shakespeare wrote “Hamlet,” “Othello,” “King Lear,” “Macbeth,” and five other immortal plays.
Art Blank & Bernie Marcus

Fired from their home improvement jobs, Arthur Blank and Bernie Marcus created a business model called Home Depot.

Three years after losing their jobs, their annual sales were $1 billion.

J. Patrick Murphy
At age 30, Amazon founder Jeff Bezos was living in a 500-square foot apartment.

Five years later his net worth was $10 billion.
Sean O’Connor
Is Losing His Marbles
Do Two Things

1. Get a large vase
2. Buy marbles
Subtract current age from life expectancy, for instance 75-20 = 55 years left to live

- _____Total years expected to live
  - _____Subtract current age in years
  _____Total years left to live
  X 365 _____Total Days left to live

Divide by 7 _____Total weeks or favorite days of weeks left
What is the significance of 168?

In exactly one week from now you will be somewhere again. There are two kinds of people who will show up:

- Your kind
- The other kind
We All Have as Many Hours Per Day As…

- Mahatma Ghandi
- Louis Pasteur
- Michelangelo
- Mother Theresa
- Leonardo da Vinci
- Albert Einstein
- Vincent de Paul
Time is a great teacher, but unfortunately it kills all its pupils

—Louis-Hector Berlioz
Leadership

Starts with leading yourself
Are You Happy in Life?

WRONG!

Wrong question

You can torture yourself to death with this question
The Age of Anxiety

The World Health Organization says the United States is the most anxious nation on earth.

It is because of our “rat-race to happiness”
Leadership begins with something that grabs hold of you and won’t let go
You cannot lead through someone else’s values or words

—Kouzes & Posner
The Best Day of Your Life

...is the day on which you decide

your life is your own
Start by Choosing Your

- Values
- Mission

WHAT IS YOUR MISSION?
Herb Kelleher at Southwest Air

Clear on mission

- Everyone has to have a sense of humor

Complaint letter “…too flippant for safety”

*Herb’s four-word response: “We will…”*
Life is something like a trumpet—if you don’t put anything in you won’t get anything out.

Charles Handy
BHAGs

The tragedy of life does not lie in not reaching your goals

The tragedy lies in not having any goals to reach

Most people don’t aim too high and miss

Most people aim too low and hit
Vincent made a difference with his life. That difference lives on 350+ years after his death.
Who Was Vincent de Paul?

Champion of Service

Seeker of Justice

Icon of Charity

Communicator and Organizer

Founder, Manager and Fundraiser

J. Patrick Murphy
Vincent Found His Mission

- Biographers highlight one week in his life as key in discovering his mission of charity to the poor
- Sunday, August 20, 1617, in Châtillon-les-Dombes, Vincent served as a small-town parish priest
Vincent Listened and Acted

He learned that a family living in the country suffered severe health problems, desperate for help.

He preached a terrific sermon about the family’s need.
Vincent Found His Mission

Later that afternoon, (practicing what he preached), he went to visit the family. He met a throng of people on their way to provide food and care.

Vincent:

*There is great charity, but it is poorly organized*
Vincent asked:

- What must be done?
- What must I do?

He focused on what *we can do*
Lessons for Leaders
The legacy we leave is the life we lead

J. Patrick Murphy
Vincent Acted

Vincent sparked an avalanche of care:

- 10,000 children were rescued from certain death.
- Hundreds of thousands of poor received care.

(Dodin, 1993, p.47)
Vincent Acted

He managed by memo: 30,000 letters over his lifetime

Chaired or attended countless meetings

Spent hours daily dealing with personnel issues

Managed a complex financial conglomerate
  - 700 acre farm
  - International transportation company
From the viewpoint of modern management of nonprofit organizations

Vincent was an innovative genius
Who Dies Wishing they Worked Harder, Done More?

Nobody, we all want to walk on the beach, take a day off work, or otherwise avoid working hard.

Except Vincent de Paul

Is your mission on life finished? If you are alive, it isn’t.
Characteristics of a Vincentian Leader
What Will I Do?

How will I make a difference?

What will be my legacy?
How Do I Give My Life Away?

How can I do my best?

People who focused on helping others with no strings attached are over-represented at the top and bottom of most success metrics

—Adam Grant
Wharton Organizational Psychology
Seriously! What Will I Do?
Focus on Leadership Development

Dream

- Reframe
- Keep a journal
- Find a mentor
- Create visions
Where Do I Want to be in 2018?

- List my values
- Write my mission
- Count my marbles
- Schedule my 168
What must be done?
Going to Pakistan

The designations and the presentation of material on this map, based on UN practice, do not imply the expression of any opinion whatsoever on the part of the Commonwealth Secretariat or the publishers concerning the legal status of any country, territory or area, or of its authorities, or concerning the delimitation of its frontiers or boundaries. There is no intention to define the status of Jammu and/or Kashmir, which has not yet been agreed upon by the parties.
We are all going to Pakistan
Will we choose it?
May God bless you with the foolishness to think that you can make a difference in the world—to do the things that others tell you cannot be done

You have great days ahead of you
May there be many of them
I await your story

J. Patrick Murphy
The end
For More Information:

Visit the Project Website at [http://leadership.depaul.edu](http://leadership.depaul.edu)
E-mail us at [hayleadership@depaul.edu](mailto:hayleadership@depaul.edu)
Vincentian Family Website

http://famvin.org/wiki/Vincentian_Encyclopedia
Vincent on Leadership: the Hay Project
DePaul University
14 East Jackson Boulevard Suite 1600
Chicago, Illinois 60604
USA
Lunch Break Soon!
The Hay Project Model of Leadership

Mission
- Vision
- Values
- Innovation

Task
- Commitment
- Pragmatism
- Risk-taking

People
- Inclusiveness
- Collaboration
- Communication

Service
- Empowerment
- Social Justice
- Service