Leading Beside Them, Not Above Them

Using Servant Leadership to Connect with Members and Youth

Kimberly Walker, M.Ed.

Goal for the hour: leave with practical ways to serve, listen, mentor, and connect.

Make A New Friend Today!

Pair & Share: 5 minutes

Find someone new (if you've been here before, remember your first time at a big conference)!

Exchange phone numbers. Once this session is done, text that new friend one takeaway you learned from this presentation.

Servant leadership begins before advice. It begins with attention.

Goals of prompt

Meet someone new!
Begin creating your conference network!
Find your lunch buddy!

Time: 5 minutes

Why This Topic Matters To Me!



Time: 3 minutes

Wife. Daughter. Aunt. Educator. Supporter. Role Model. Civilian. Community Member. Sister. Mentor. Mentee. Tribal Member. Auxiliary Member. Board Member.

Sister to a Coast Guard Veteran.

M.Ed. in Educational Leadership.

Presenter for AWHE and NOSS.

Leadership is not always the loudest voice in the room. Sometimes it is the person making room for someone else to speak.

Our Path for the Hour

1. **Connect** — Connecting activity & overview
2. **Inspire & Guide** — How to use Servant Leadership
3. **Apply** — How to help remove barriers
4. **Understand** — Gen Z and Gen Alpha needs and strengths
5. **Reflect** — Questions and takeaways

(copy of presentation)



This is designed as a conversation, not a lecture.

Time: 2 minutes

What Is Servant Leadership?

Servant leadership means leading by listening first, serving needs, building trust, and helping others grow.

Starts with humility: “What do they need from me right now?”

Measures success by growth, confidence, connection, and belonging.

Creates a safe path for people to use their voice and develop leadership.

Uses authority to support rather than control.

Core behaviors

Listen deeply
Ask before advising
Model integrity
Follow through
Celebrate effort

Time: 5 minutes

Inspire and Guide, Don’t Command and Correct

Inspire by connecting service to purpose, identity, and belonging.

Guide by asking questions that help people discover their own next step.

Correct privately and respectfully when needed, with the goal of growth.

Let people see the “why” behind traditions, expectations, and service.

Time: 5 minutes

Try this shift: from “Here is what you should do” to “What outcome are you hoping for, and how can I support you?”

Language that opens doors

“Tell me more.”
“What matters most here?”
“What help would be useful?”
“What did you learn?”

Practice: Turn Advice Into Partnership

Scenario

Person A is worried they need more on their resume to be competitive in the workforce.

Small group task

Person A's Tasks:

- Explain clearly the frustrations and worries.
- Answer follow up questions to the best of your ability.

Person B's Tasks:

- Listen actively, do not interrupt.
- Repeat Person A's worries (preferably not word for word).
- Ask open ended questions.
- (Ask before offering opinion, if needed).

Report out

What did you notice?
What might build trust?
What would make Person A feel respected?
What felt easy? What felt difficult?

Time: 10 minutes

Remove Barriers So They Can Step Forward

Barriers can include physical and/or emotional components.

Ex: "I don't have a way to get there."
Ex: "I'm afraid of being judged."

Think through a **Response**!

Barrier: "I don't have a way to get there." **Response**: "I wonder if there may be a carpool set up."
Barrier: "I'm afraid of being judged." **Response**: "That's understandable. It can be difficult learning new things, but also so rewarding. Tell me, how did you learn how to ___?"

Time: 5 minutes

Quick audit

Where might people feel unsure with the Auxiliary?
What can we simplify?
Who can personally invite them in?

Practice: Turn Barriers into Opportunities

"I can't attend Auxiliary meetings, that gets in the way of my volleyball practice."

"I told my friends about the Auxiliary, and they said it's for old people. I don't want it to look like I have nothing better to do on the weekends!"

"I'd love to, but I'm just not that supportive of our country right now."

Time: 10 minutes

Gen Z and Gen Alpha (Gen Z 1997-2012, Gen Apha 2013-2025)

Connecting Across Generations

What many Gen Z and Gen Alpha are looking for

Authenticity: honest adults who do what they say.

Voice: opportunities to participate, not just observe.

Purpose: a clear reason their effort matters.

What we can offer

Mentorship rooted in respect.

Real roles with real **ownership.**

Tradition explained through **meaning.**

Service opportunities with impact.

The goal is not to "fix" a generation. The goal is to build a relationship strong enough for leadership to grow.

Time: 5 minutes

Questions?

What would change if everyone left our presence feeling heard, valued, and capable?

Time: 5 minutes

Thank You



Time: 0–2 minutes

Kimberly Walker, M.Ed.

Have a wonderful conference!

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Leading beside them starts with one generous conversation.