

UNSELFISH LEADERSHIP

“Love ... is not self-seeking...” – I Corinthians 13

Being unselfish means thinking of others before yourself.

But because you can't give more than you have, you know that you need to manage your time and resources so you have enough to share with others who are truly in need. Being unselfish means making sacrifices when necessary, and demonstrating your support for the company's efforts to give back to the community – through your time, effort, or resources.

It's not enough to talk about being selfless. With this principle in particular, your deeds speak louder than your words, and people are looking to you to show unselfishness in action.

Key Actions for Being Unselfish

- **Manage your time and resources effectively.**

Pay attention to how you spend time and resources, so you have enough left to share.

Ideally, everyone would have ample time and money to spend on themselves and the people around them. But in reality, time and money are limited. Even if you are someone who feels generous, you have to plan and prioritize what you have, in order to ensure that there is enough left over to share with others. *You can't be unselfish with what you don't have.*

The most important resource you can manage is your time. When your approach to time management is working, you set realistic expectations for what you can get done. This lets you plan in advance, become more productive, and reduce your levels of stress. Consider these tips for effective time management.

- **Maintain a calendar and to-do list:** The most effective and most basic approach to managing your time is to keep a calendar and to-do list. Some people prefer to write their plans on paper, others prefer electronic applications. The method you choose doesn't matter as much as the decision to simply start using something to plan time and tasks.
- **Set aside planning time:** Make a regular practice of setting aside planning time to record what you have completed and identify what you need to do next.
- **Build in buffer time:** Build in buffer time between your planned meetings and appointments to allow for interruptions or surprises. Everyone gets pulled away from their plan from time to time.
- **Identify intended outcomes:** Take a moment either right before or at the very beginning of every meeting, and identify what outcome you intend to create in this interaction. Then ask yourself what the intentions of others in the meeting might be. If appropriate, start the meeting by openly asking those you are meeting with to share their intentions. This practice can keep you focused on the priorities so you don't get distracted.
- **Cut time-wasters:** Unless using them to conduct business, curtail your use of “time-wasters” such as social media, news outlets, and television, particularly during your most critically productive hours. Prioritize what is most important to you and know when to say “no” to things that do not add value.

Key Actions for Being Unselfish

- **Sacrifice your own personal interests to meet the needs of the team, when appropriate.**

Recognize opportunities to give up your time or resources for the greater good, or for someone else's benefit.

When you effectively manage your time and resources, you have enough left over to share with others. The opportunity – and the challenge – is to decide how to share them. The servant leader helps for the right reasons – to put others first, to share time and attention with others who need it. He or she doesn't help others just when it's easy and convenient, and doesn't do so for the sake of recognition. Doing something worthwhile for others often requires sacrifice. Consider these tips.

- **Find ways to be interruptible:** Problems aren't planned, they just come up. And when they do, members of your team need to know when and how to approach you. Communicate your availability, and adopt an approachable demeanor that lets them interrupt you under conditions that are communicated clearly. The more approachable you are, the more you will be perceived as generous with your time.
- **Strategically use your open time:** If you've been effective at planning your time, you can find extra moments that let you create space for others. You could meet with your team members just to get caught up, to ask about their backgrounds, or to learn more about their work aspirations. By selflessly giving your time to them, you show that you care about them not just as employees, but as fully formed human beings.
- **Beware the trappings of status:** Notice the times when leaders expect special privileges due to their status, and remember to demonstrate the little things that show that you are here to serve. Let others go ahead of you in line, invite others to speak first, and give up the prime parking space. If the team needs to come in and work overtime on evenings or weekends, plan to be there with them. Your sacrifices make a difference.

- **Support the company's efforts to give back to the community.**

Determine how you best contribute to company charitable efforts.

There will always be people in need of help, and Herschend Enterprises is dedicated to helping them. The company and its employees care for one another like family.

When Herschend employees are dealing with challenging situations, they can turn to the Share It Forward® Foundation. SIF provides life skill classes, hardship assistance, and emergency disaster relief, along with other services to support the employees of Herschend Enterprises.

Donating is not the only way to help; your contribution can come in other ways as well.

- Volunteer your time to support charitable organizations, their efforts and events.
- Enlist the support of others by reminding them of the benefits of participating in charitable efforts, and recruiting them to join you in contributing.
- Provide financial support by writing a check or signing up for payroll deductions.