

Building Community Empathy Healing

Stewardship Foresight

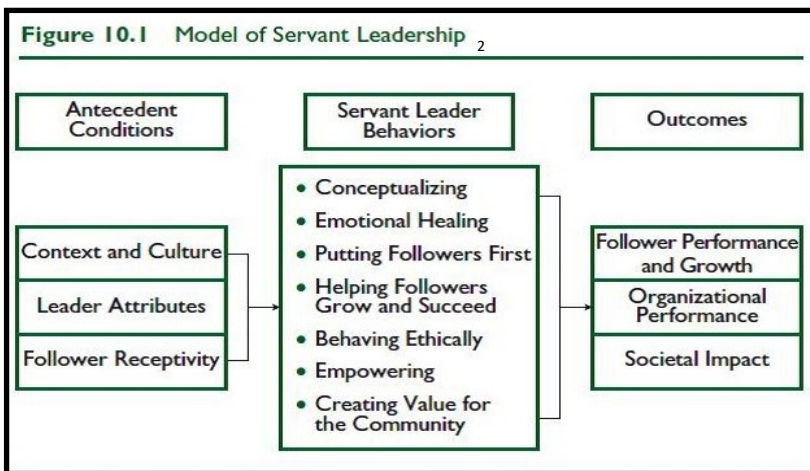
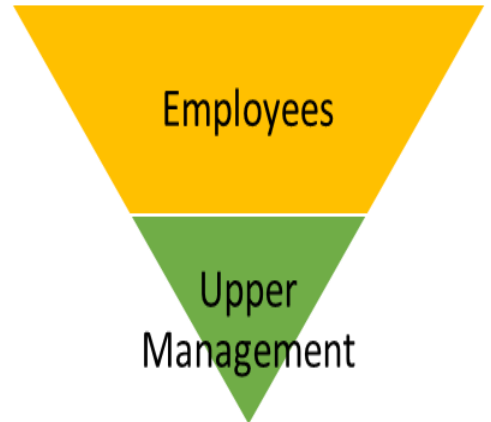
Servant Leadership

Listening Conceptualization Persuasion Commitment of Growth of People Awareness

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Brief History and Development of Theory

Greenleaf¹ merits the theory of Servant Leadership to the novel *The Journey of the East*, written by Herman Hesse. “Servant leaders put followers *first*, empower them, and help them develop their full personal capacities. Furthermore, servant leaders are ethical and lead in ways that serve the greater good of the organization, community, and society at large” (Northouse, 219).



Strengths

- ◆ Takes pride of other’s personal growth
- ◆ Does not feel need to overpower others
- ◆ Makes group feel comfortable and part of decision making

Weaknesses

- ◆ “Servant” or “Leader” vs. Servant Leader
- ◆ No common framework
- ◆ Foundation of conceptualization

Practical Uses: Leaders are comfortable taking on various roles to serve within an organization. In addition, many higher learning institutions teach this theory. This model can be implemented both professionally and personally.

“The best use of power is not to use it at all.”

- Ken Blanchard

¹ Greenleaf, R.K. (1991). *The servant as leader*. Indianapolis, IN: The Robert K. Greenleaf Center. (Originally published in in 1970, by Robert K. Greenleaf).
² Northouse, P. (2013). *Leadership—Theory and Practice (6th Edition)*. Thousand Oaks: SAGE.
³ Blanchard, K. and Hodges, P. (2008). *Lead like Jesus: Lessons from the Greatest Leadership Role Model of All Time*. Nashville: Thomas Nelson, Inc.