Servant-leadership across Generations

Servant-leadership: Reconciling dilemma's!? Assumptions & Perceptions across Generations & EXPECTATIONS

Dr. Inge Nuijten
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Servant-leadership?

‘Key insights’

- Curious
- Take care of YOUrself!
- NEED...

‘It is important to ask questions. Curiosity has it’s reason for existing.’ Einstein
“Rijkdom is het verrijken van anderen.”

History of servant-leadership

Robert Greenleaf

Peter Drucker
Warren Bennis
Stephen Covey
Ken Blanchard
Peter Senge
Peter Block
Joseph Jaworski

Journey to the East, Hermann Hesse
The servant leader is servant first. It begins with the natural feeling that one wants to serve. Then conscious choice brings one to aspire to lead. The difference manifests itself in the care taken by the servant-first to make sure other people’s highest-priority needs are being served. The best test is this: Do those served grow as persons; do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?“

(Greenleaf, 1970)

The difference:
1. A way of being (not a trick)
2. Focus on needs of others

Leading by Example (HCI/HKI)
Growth
Servant-leadership

“Meaningfully and responsibly contributing to the growth of others, based on your personal growth.”

Hello

“Few are those who see with their own eyes and feel with their own hearts.”

Einstein
In top shape!

“Als je luistert naar je hart dan weet je dat het klopt.”

Generations

- A group of people born around the same time
- They have ‘similar’ beliefs, gestures, attitudes, values
- These groups are formed due to historical events and the ‘Zeitgeist’ while developing their identities
PANEL DISCUSSION QUESTION 1:

Do servant-leaders differ across generations?

How/where do you see SL characteristics (e.g. listening, empathy, conceptualization etc… ) supported or played out differently across generational cultures?
PANEL DISCUSSION QUESTION 2:

What do you believe to be the main dilemmas of leading in the services of different generations?

Are the qualities that leaders need different for different generations? If so, what are the differences?

PANEL DISCUSSION QUESTION 3:

What is needed at different stages in life and/or careers, for servant-leaders to develop?

How can HR serve employees throughout their careers?
(Get and) stay in top shape!

“Be the change you wish to see in the world.”

Questions/Appreciation/Remarks:
inge@inspt.nl

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