TOWARDS A MORE MEANINGFUL AND OPTIMAL HUMAN FUNCTIONING IN TODAY’S ORGANIZATIONS:
SERVANT LEADERSHIP GROUNDED IN COMPASSIONATE LOVE

PROF. DR. DIRK VAN DIERENDONCK

The purpose of organizations

"... There is only one social responsibility of business – to use its resources and engage in activities designed to increase its profits without deception or fraud"

"... what kind of society isn’t structured on greed? The problem of social organization is how to set up an arrangement under which greed will do the least harm; capitalism is that kind of system"

Milton Friedman, 1970

But what about the people?
The servant leader is servant first. "It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead."

The best test is: do those served grow as persons? Do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants? And, what is the effect on the least privileged in society; will they benefit, or, at least, not be further deprived?

ROBERT GREENLEAF

HIRED HEARTS VERSUS HIRED HANDS

COMPASSIONATE LOVE

- Valuing the other at fundamental level
- Given the other a free choice
- A cognitive accurate understanding of the needs and feelings of another
- Being emotionally engaged
- Attitude of openness and receptivity

(Underwood, 2008)
CORE ELEMENTS

- Empowerment
- Humility
- Stewardship
- Authenticity
- Providing direction

EMPOWERMENT

HUMILITY