

Seminar

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Servant Leadership

1Adversity Intellegence

2Proactive Personality

3Teamwork

4Organization Commitment

5Work Motivation

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Modeling and Optimization of Strengthening Servant
Leadership:Andi Hermawan,Sri Setyaningsih and Stewarto
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SERVANT LEADERSHIP

10 Qualities of a Servant Leader
















12 Principles of Servant-Leadership

Servant-leaders commit to continual development by following 12 characteristics of servant-leadership

1. Listening
2. Empathy
3. Healing
4. Awareness
5. Persuasion
6. Conceptualization
7. Foresight
8. Stewardship
9. Growth
10. Building Community
11. Calling
12. Nurturing the Spirit-JOY!



Servant Leadership		
Benefits	VS.	Disadvantages
 Better Teamwork & Collaboration		Takes Longer to Make Decisions 
 Positive Work Environment		
 Reduced Turnover		Increased Training Investment 
 Companies are Agile		Unclear Direction in Times of Crisis 
 Improved Innovation		
 Strong Culture		Leader's Role Diminished 
 Accelerated Learning		
 Future Leaders Prepared		Not Suitable for Large Organizations 

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Disadvantages of Servant Leadership

While there are many advantages to servant leadership there are also some potential disadvantages.

Longer lead times on decision-making

When employees have a stronger voice in decision-making, it may take longer for decisions to be made. In certain situations that may prove to be a disadvantage. For instance, when needing to move quickly to combat an emerging competitor or to be first to market with a new product offering.

Training investment

The servant leadership style of leading is not one that is widely trained on. Employees are largely not familiar with this style or able to put it into practice. An investment in servant leadership training might be above and beyond that of typical leadership training.

Crisis management can become unclear

In crisis situations, employees typically look to their superiors to lead—to provide direction and call the shots. Servant leadership doesn't support this type of leadership which, in crisis situations, could be a critical downfall.

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The role of the leader is lessened

In a servant leadership model, the role of the leader is diminished. They become equal to team members and have less direct responsibility for decision-making and, consequently, less authority. This may not be the preferred style of some leaders who may not be effective in a servant leadership role.

It may not be suitable for medium to large enterprise organizations

While servant leadership can work well in many organizations, in medium to large-sized enterprise organizations it may not be effective for some of the reasons mentioned above.

Examples of Servant Leadership

Examples of servant leadership can be seen far more widespread today than in the past. This style of leadership has

Questions & Answers

Thanks.