

SERVANT LEADERSHIP AND ITS NUANCES

Leena Raheja, Apeejay School of Management

ABSTRACT

A different view of seeing leadership along with stewardship is the need of the hour. Leadership styles have changed over time in fast changing world and to be in the pace with the world we must adapt ways to get employees thoughts aligned with the organisational goals and think about building community and growth path for employees or followers of leaders. Servant leadership comes with a view to serve and listen receptively, empathize, and embrace that serving attitude among all. Servant leaders do make choices and they choose to build personal strength. They opt for leadership as a meaningful lifestyle, towards which an individual may progress by conscious preparation and efforts.

Keywords: Servant Leadership, Trust, Commitment, Leadership.

INTRODUCTION

Servant Leadership

Servant leadership is a way of leadership in which the leader keeps his self-interest aside and gives priority to serving people's interests Ferch (2014). A type of leader who believes in the growth of people and aligns their interest with organisational goals.

Key Attributes of Servant Leaders

Attention - Servant leaders pay heed to what his teammates wishes to share as well as provides valuable feedback to them.

Sensitivity—Servant leaders are sensitive towards other person's point of view and situations he /she is going through and supports them in their best interest.

Rehabilitation- Servant leaders have the talent to rebuild the strength in themselves as well as others as they understand another person so well Frick (2004).

Consciousness - Servant leadership is strengthened by the knowledge of surroundings as well as keeping a check on inner conscience.

Art of Convincing - They believe in persuading people rather than using authority of designation, in decision making within an organization Joseph (2005).

Action-oriented- They look at the situation in a manner to find solutions in the problem itself by using their capabilities.

Vision—These leaders have the vision for future and can also predict the outcome of a situation.

Stewardship – They believe in serving people who works with them.

Commitment - Servant leaders believe in the growth of people in every avenue and aspect and are committed to achieve it.

Building Better Future - They believe in building better future for people who are associated with them and provide them guidance throughout.

Focus of Servant Leadership

Trust is the central focus of Servant Leadership. These leaders are committed towards the growth of people in the organisation as well as in their personal life. Followers choose leaders who have showcased their capability to take team along in achieving the desired objectives and goals. The leaders who have proven their willingness to serve and even risk losing leadership by “*looking out for the common good*” retained trust of their followers for the longest span and received tremendous support Van Dierendonck (2011).

Servant leaders build trust by giving additional responsibilities to their employees and making them accountable for their work as well as supervise them throughout so that they can work with efficiency and effectiveness. He/she often welcome thoughts, opinions, and value them as it raises their morale and confidence to do better and put honest efforts in the task assigned by the leader.

REFERENCES

- Ferch, S.R. (2014). THE HEART OF SERVANT-LEADERSHIP: Ten years of the international journal of servant-leadership. *The International Journal of Servant-Leadership*, 10(1), 7-9. Retrieved from
- Frick, D. (2004). *Robert k. greenleaf: A life of servant leadership*. Berrett-Koehler Publishers, Incorporated.
- Joseph, E.E., & Winston, B.E. (2005). A correlation of servant leadership, leader trust, and organizational trust. *Leadership & Organization Development Journal*, 26(1), 6-22.
- Van Dierendonck, D. (2011). Servant Leadership: A Review and Synthesis. *Journal of Management*, 37(4), 1228–1261.