

Servant-leadership across Generations

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

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Servant-leadership?

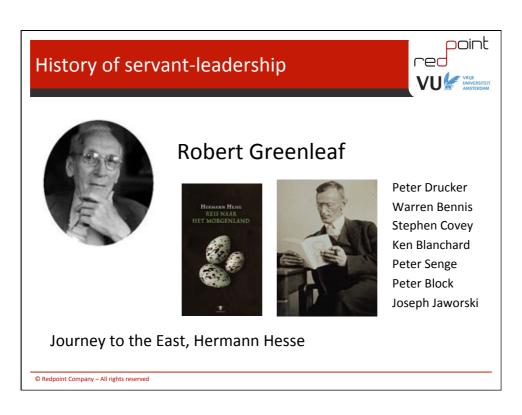


'Key insights'

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

'It is important to ask questions. Curiosity has it's reason for existing.' Einstein





Servant-leadership



"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?"

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(Greenleaf, 1970)

Different from other types of leadership?



The difference:

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

Leading by Example (HCI/HKI)
Growth

"Meaningfully and responsibly "Meaning to the growth of others, contributing to the growth." based on your personal growth."

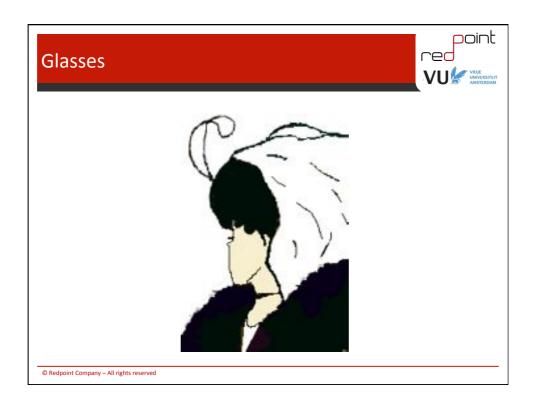




Generations



- 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?

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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