



Emerging Leaders In The European Second Generation

Pathways to Success

Intergenerational Social Mobility and Servant-Leadership

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Overview of this workshop

- **Pathways to Success Project (PSP):** what did we do?
- **Servant-Leadership (SL):** How is PSP connected to SL?
- **Going into one's own experiences with Servant-Leadership.**

Pathways to Success Project

- **Cause:**

- The 2nd generation of Turkish and Moroccan descent is, with increasing numbers, attaining higher education.
- This highly educated group is now equal in size to the group of 2nd generation early school-leavers.
- Attention for the success stories matters →
Pathways to Success Project.

Pathways to Success Project

- **Research:**
 - 114 semi-structured interviews among 2nd generation of Turkish and Moroccan descent in Amsterdam and Rotterdam.
 - Interview topics: school career, labor market experiences and social activities.
 - “Success” defined as: high education attainment, or managerial position, or earning over €2000 net.

Servant Leadership in PSP



- **“Sign of the time seems to be that within the coming 30 years, the poor and deprived people in the world will effectively claim their rights. And they will not be guided by the privileged elite but by extraordinary people from within their own ranks.”**

(De Dienaar als Leider, page 42 – translation IW).

- **Servant Leadership has a focus on the well-being and development of others, e.g. through coaching.**
- **PSP: 4 out of 10 of the PSP respondents has been/is active in providing homework classes for the younger generation(s).**



- **Servant Leadership is about making a change and making this change close to home.**
- **The PSP respondents usually provide(d) homework classes in the neighborhoods in which they grew up.**

- **Servant Leadership is not about an elite group of people but about people in all layers of society, empowering others, who are less well-off, through sharing their knowledge and skills.**
- **Making a contribution to education where parents can't but PSP respondents can.**
→ **“It’s something you just do.”**

Reflect on:

- Who helped you to get to where you are now?
- In what way?
- When was this?
- How do you feel about this person?



Consider:



- Do you think of yourself as a Servant Leader?
- To whom?
- What are the pitfalls?
- Alternatives to SL?

