




# Servant-Leadership Across Histories


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SLCRE, VU  
Amsterdam, 26 April 2012




## Core Proposition

*“Servant leaders have the propensity and competence to help organizations and its teams reconcile dilemmas for better sustainable business performance”*




Some hard evidence 



Our research reveals that propensity to reconcile dilemmas correlates with bottom line business performance

	Correlation (Spearman's coefficient of rank correlation)
Correlation between reconciliation and 360° feedback by peers and subordinates	0.71
Correlation between reconciliation and bottom line business performance in profit centre/budget stream	0.69

Source: 21 Leaders for the 21<sup>st</sup> Century p429



Some soft evidence 