

## *Servant-Leadership Across the Orient*

Now, more than ever, a leader's capacity to both direct an organization and its people, while at the same time work in their service, is being recognized as a vital capacity for creating a sustainable organization. Servant-leadership is a leadership principle embedded in a way of life, which has been recognized and expounded upon in all parts of the world throughout history, and across all cultures. The recent economic crisis again reminds us of its importance as an antidote to the selfish and bonus-oriented behaviours we have witnessed and the economic/societal consequences we have seen.

At its simplest, servant-leadership is driven by the motivation of enabling others to work more effectively and successfully. Enriching others like clients, customers, employees, partners, colleagues and/or members of your network. Servant-leadership thus means leading a group or organization in the service of people and their lifeline, building high talent growth, even in turbulent times and markets. Integrating both head and heart, servant-leadership does not stop there. It expands as a principle to serve the community and act as a steward of the environment and all that inhabit it. Culturally speaking there are different ways of realizing this aspiration. At the personal, professional and societal level, leadership requires listening to the needs of the other. Empathy to bridge different meanings and visions and create solutions which are beneficial in the relationship to others and the world. Historical and spiritual awareness of where the other (follower, leader, customer, friend, etc.) comes from helps to better understand their (career) values and needs. This calls for a compassionate kind of leader, a leader who is able to reconcile (career) values with profit, being and doing, specific (life is divided in components) versus diffuse (all elements in life are related to each other) and the inner self with the common societal good.

The symposium *Servant-Leadership Across the Orient* goes beyond the cognitive approach to the inner spiritual strengths of people and organizations. For this event, 'the Orient' is a metaphor to interconnect with a more Eastern value-integrated art of living, holistic talent development and (family) business perspectives rooted in e.g. Buddhism, Taoism, Hinduism and Islam. Visionary thinkers (like the Thinkers50.com) of today more often represent this holistic value-integrated perspective; empowering societal change in today's disruptive business environment. We are delighted this symposium brings together cutting-edge business thinkers from East and West, leveraging the global human needs to learn, serve and lead.

On behalf of the organizing team,

dr. Sylvia van de Bunt-Kokhuis and prof. dr. Fons Trompenaars  
Chairpersons of symposium and SLCRE directors

## Program

### Programme

- 13.15 Registration-desk opens in gathering space outside the Symposium Hall: WN Q105.
- 13.45 Welcome: by **dr. Sylvia van de Bunt-Kokhuis** and **prof. dr. Fons Trompenaars**.
- 14.15 Keynote: *Asian and Western mindsets; comparing intimacy (connectivity) and integrity (autonomy) inspired by Thomas P. Kasulis*, by **prof. dr. André van der Braak**, chair Buddhist Philosophy in Dialogue with Other World Views, Faculty of Religion, VU.
- 14.50 Brief introduction of Poster Presentations: *Holistic talent development in Indian perspective* by **drs. Anjna Dhuney**, FEWEB graduate, and *Review of SL literature*, **Team 4** of the *Careers&Organisations* Master course.
- 15.00 Transfer to workshop rooms.
- 15.15 Servant-leadership across the Orient will be highlighted from different perspectives by the following dedicated workshop leaders:
- WORKSHOP I (Room WN-S623): *Talent development and careers in Chinese perspective; case study on Cheer*, by **dr. Mandy Cao**, co-director of Cheer, [www.cheereef.com](http://www.cheereef.com).
- WORKSHOP II (Room WN-F619): *Comparing Indian and Chinese classical element-theories and their dynamic relations*, by **dr. Annelies Oosterhoff**, director Spade Consulting.
- WORKSHOP III (Room WN-P663): *Holistic approach of careers and lifelines; to learn, lead and serve*, by **Mr. Aditya Kamalapurkar**, co-Founder of aQysta, **Mrs. Noor Francken**, board member of The Art of Living and **Ms. Petra de Boer**, trainer for The Art of Living, <http://nl.artofliving.eu>.
- WORKSHOP IV (Room WN-C669): *Ethics in Business*, by **Mr. Rutger Koopmans**, president of the Netherlands-India Chamber of Commerce and Trade and Former Senior Executive Vice President ING Bank.
- 16.30 Refreshments and poster presentations by **drs. Anjna Dhuney** and **Team 4 of the Careers&Organizations** course, in gathering space outside the Symposium Hall.
- 17.00 Keynote: *Education and careers in the Arab world; case study on Yemen*, by **dr. Nabil Sultan**, Award Director International MBA, Liverpool Hope University, UK.
- 17.25 Panel discussion with workshop leaders, delegates and MA students: Meeting of minds and hearts. How to connect East and West in talent&career development and learn from each other?
- 18.00 Closure.