WHAT IS THE LINK BETWEEN SERVANT-LEADERSHIP AND MEANINGFUL WORK?

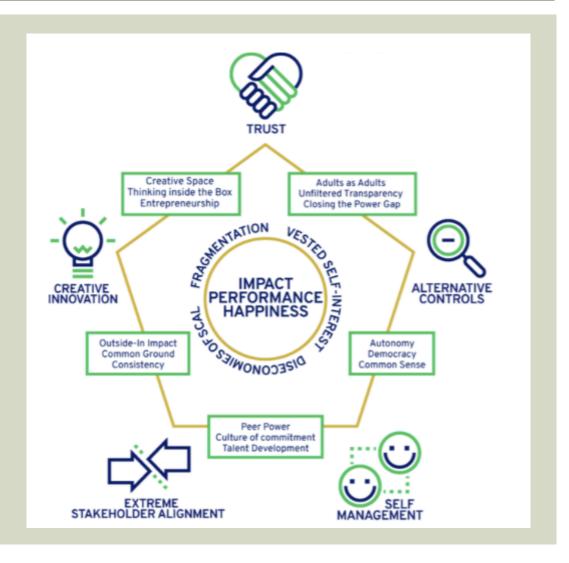
Group 9

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SEMCO-STYLE

- Ricardo Semler
- Semco-style



SERVANT-LEADERSHIP

- What is servant leadership?
- "the art of creating a better future for others" (Bunt-Kokhuis & Peshawaria, 2014) \rightarrow needs of the followers are central

- Advantages:
 - I. Diversity
 - II. Strong commitment and loyalty
 - III. Higher level of job satisfaction

SEMCO-STYLE: NOT SUITABLE FOR EVERY ORGANIZATION?

Pro's

- -Stimulates meaningful work
- More demand due to changes in environment
- 'Parts' of the style can be integrated

Con's

- Drastic restructure
- Difficult to teach selfservant leadership
- Difficult to maintain loyalty
- Depends type of organization and culture!

CONCLUSION

Self-servant leadership has a strong link with meaningful work!

BUT take into account:

- 1. Type of organization
- 2. Culture of organization
- 3. Willingness to change

'Where there is a will, there is a way'

HOW TO FIND BALANCE BETWEEN CONTROL AND FREEDOM?