

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

Group 9

# CONTENTS

- Semco-Style
- Servant-Leadership
- Statement
- Blog Discussion
- Conclusion
- Final Question

# 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) → 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 self-servant 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?**