Core Proposition

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

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

<table>
<thead>
<tr>
<th>Correlation (Spearman’s coefficient of rank correlation)</th>
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<td>Correlation between reconciliation and 360° feedback by peers and subordinates</td>
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<tr>
<td>Correlation between reconciliation and bottom line business performance in profit contribut’g streams</td>
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Some hard evidence

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Some soft evidence

![Diagram](image-url)
What You Do

Who You Are

05/ Achievement versus Ascription

Lost democratic leadership

Attributed status by seniority or role

Servant Leader

Separate and unequal

Integration of black and white in shared brotherhood and the integration of value opposites

Advocates of Black Power subordinate a black minority

White exercise of rights to subordinate a black minority

Black exercise of rights to be equal

Servant of Leader?

Servant Leader

EXPERIMENTS WITH TRUTH AND LOVE

"YOU MUST BECOME THE CHANGE YOU WANT TO SEE IN THE WORLD"

"IN THE PRISMS OF THE WORLD WE SUFFERED"

"IF YOU LOVE WHAT IS TRUE, I WILL ACCEPT THE PAIN"

UPHOLDING THE HEAVERS: HUMANITY AND POSITION

LOVE