

Servant-Leadership Across Cultures



Now, more than ever, a leader's capacity to both direct the 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 from ancient times on, 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 means leading your group or organisation in its service of people, especially clients and customers, but also employees, partners, colleagues and members of your network. Integrating both head and heart, servant-leadership does not stop there. It expands as a principle to serve the community and act a steward of the environment and all that inhabit it. Crucial to servant-leadership is that personal benefits to the leader are indirect. The consequences of service come full circle in the form of others' reciprocity.

This symposium will highlight the major attributes of servant-leadership across cultures, illustrated by comparative cases of servant-leadership practices worldwide. We are delighted that we found international experts willing to present their insights today. The symposium is a first step in the launching of the Dutch Servant-Leadership Centre for Research and Education (SLCRE) later this year at the Vrije Universiteit, Amsterdam.

On behalf of the organizing team,

Prof. Fons Trompenaars & dr Sylvia van de Bunt-Kokhuis

Chairpersons of symposium and SLCRE directors

Program: 13 April 2010

Programme

9.00 *Welcome* by chairpersons

9.10 *Opening* by **Prof. dr Fons Trompenaars**, Chair Cross-Cultural Management Vrije Universiteit and Director THTConsulting

9.30 *Creative and inspiring cultural leaders in Nigeria: Chinua Achebe and Wole Soyinka*, by **dr James Ogunleye**, Middlesex University London

9.50 Discussion / introduction to workshops

10.00 Transfer to workshop rooms:

WORKSHOP 1 (Room 6A-13): *Good practice case: Voerman International*, by **Ed Voerman**, former director of Voerman International, and member of the Board of Trustees of Greenleaf Foundation (www.greenleaf.org).

WORKSHOP II (Room 7A-11): *Multidimensional Measure of Servant-Leadership*, by **dr Dirk van Dierendonck** of Erasmus University Rotterdam.

WORKSHOP III (Room 7A-12): *Reconciliation in multicultural South-Africa. Good Practice case: Desmond Tutu*, by **dr Harry Wels**, Department of Culture, Organization and Management, Vrije Universiteit Amsterdam.

WORKSHOP IV (Room Aurora): *VU Medical Centre (VUmc)*, by **Angelique Schueler**, P&O Department VUmc. This workshop is in Dutch.

WORKSHOP V (**REGRETS**): *Reconciliation in multicultural Suriname. Good practice case: dr Johan Ferrier (1910-2010) first President of Suriname*, by **John Jansen van Galen**, biographer of dr Johan Ferrier. This workshop is in Dutch.

11.10 COFFEE & TEA BREAK

11.30 *Tata Leadership Development; the Indian and global perspective on talent nurturing*, by **D.P. Nambiar**, Director HR, Tata Consultancy Services Europe.

11.50 *Panel discussion*:

With Master students, guests and guest speakers **Prof. dr Paul de Blot**, chair Business Spirituality at Nyenrode University, and **dr Dirk van Dierendonck** of Erasmus University Rotterdam.

Panel chaired by dr Harry Wels.

12.45 *Closure*