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

- Ricardo Semler

- Semco-style
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?

<table>
<thead>
<tr>
<th>Pro’s</th>
<th>Con’s</th>
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<td>▪ Stimulates meaningful work</td>
<td>▪ Drastic restructure</td>
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<td>▪ More demand due to changes in environment</td>
<td>▪ Difficult to teach self-servant leadership</td>
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<td>▪ ‘Parts’ of the style can be integrated</td>
<td>▪ Difficult to maintain loyalty</td>
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<td>▪ Depends type of organization and culture!</td>
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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?