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

- Semco-Style
- Servant-Leadership
- Statement
- Blog Discussion
- Conclusion
- Final Question
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
<table>
<thead>
<tr>
<th>Pro’s</th>
<th>Con’s</th>
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<tbody>
<tr>
<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?