Reflections on Robert K. Greenleaf and servant-leadership

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Leadership & Organization Development Journal
ISSN: 0143-7739
Publication date: 1 December 1996

Abstract
Explains that servant-leadership is a leadership term and philosophy which was originated by Robert K. Greenleaf, and which puts serving the greater needs of others as the primary goal of leadership. In a ground-breaking 1970 essay, entitled The Servant as Leader, Robert Greenleaf suggested how caring for our many institutions, and each other, can occur through the practice of servant-leadership. In the 1980s and 1990s servant-leadership has become a major focus and goal in leadership and management writings, and in organizational practice.

Keywords
Organizational philosophy  Institutional analysis  Leadership  Management  Service

Citation
https://doi.org/10.1108/01437739610148367
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collaboration, trust, foresight, listening, and the ethical use of power and empowerment. While transformational leaders and servant-leaders both show concern for their followers, the overriding focus of the servant-leaders is on service to their followers. Transformational leaders have a greater concern for getting followers to engage in and support organizational objectives. Compare: Appreciative Inquiry.