Leadership And Management Models

There are quite a lot of differences both between servant leadership models and other models as well. The unique characteristics of servant leadership are that they have a desire to serve others, and other models begin in their own personal way to achieve their desired goals. If servant leaders get to work as a team, so it will create more knowledge and create more solutions to problems. Then some other models work on their own by being independent and get credit for their work. In servant leaders building trust and respect is essential in the community. Other models show that leaders use power on their employees to get it done their way. Other kinds of models will focus on themselves whereas servant leaders will focus to be a servant. Some of the models make sure to look at people that are on top like CEO level, and that management has experience and training. Focus goes towards management team than towards people that work every day. An essential part of servant leadership is to remember that the people that do the day to day functions in the workplace are going to turn out to be great. Only difference is that management team has more training and experience and education whereas the person on the floor or ground position has better ideas. It surely is essential that if you are a leader to also be a follower to have a better understanding of what the people say in that they give better details to the solutions and have ideas as well.

The paradox of servant leadership is that it does seem to be a paradox. Servant leadership both contradicts each other. “In reality, the term Servant Leader is a leadership style that emphasizes trust, integrity, communication, and the ethical use of power. This leadership style comes from both intrinsic traits as well as learned skills and is viewed as a life-long process of being, learning, and doing. And while at first glance servant leadership appears to be paradoxical, it is the true essence of leadership,” (Bell, 2010). To be a leader is to be a servant by serving others that are below them for the better for their company and their customers. From Greenleaf’s idea is that the leader exists to serve its followers, and to rebuild the community. As the textbook notes, “Servant leadership truly offers hood and guidance for a new era in human development, and for the creation of better, more caring institutions,” (Dierendonck & Patterson, 2010, p. 24). Also, in our world view the leaders are at the top, and the servant is the only one that serves the leader. The servant should do whatever the leader asks, and so this is considered a paradox. In my own presentation I see this paradox of the servant leadership that CEO is on top leading the way. But, for the team and production team the knowledge equals out to be on the same level. Also, the servant leader is going to make sure that their employee’s needs are met as well.

The way that I understood effective leadership, I think that my representation captures those qualities or characteristics necessary to lead effectively by having the right traits and characteristics of leadership, it maps out where you would need to go to do well as a team or in an organization that will bring out to inspire and make it exciting and dynamic. Also, I would agree that my model that I created works in real life in the working world. Some qualities that an effective leader in my representation that captures are to lead by example, demonstrate integrity, share the vision, communicate effectively, have motivation, empower others, and recognize success as well.

References

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2. Dierendonck, D., & Patterson, K. (2010). Servant leadership: Developments in theory and research. New York, NY: St. Martin's Press LLC. Retrieved from http://gcumedia.com/digital-resources/bedford-freeman-and-worth/2010/servant-leadership_developments-in-theory-and-research_ebook_1e.php