SELFLESS LEADERSHIP

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CONFLICTS OF INTEREST

None

LEARNING OBJECTIVES

1. Understand how humility and selflessness relates to essential personal and interpersonal knowledge and skills, especially those of social awareness.
2. Experiment with applications of selfless leadership.
3. Adapt essential knowledge and skills in their own environments.
SERVANT LEADERSHIP
Servant leaders put needs and interests of others above their own interests

“Do those served grow as persons?”
“Were people better or worse off because the leader was there?”


SERVANT
Overriding focus is concern for the followers.

TRANSFORMATIONAL
Overriding focus is concern for followers to engage/support organizational objectives.

Employees do better (valuable resource) ➔ Organization (naturally) does better


STEPPING UP
Best leaders may actually surface during difficult times / crisis, and will step into leadership roles if asked.

Thus, the issue may be, true servant leaders are just not asked.

They may not actively pursue a role on their own.

**PRACTICAL LEADERSHIP ADVICE**

- Don’t tell, show them
- Single manager’s influence can be significant, for good or ill
- Remain visible and available
- Practice proper delegation
- Use deadlines and follow-up
- Lead to serve, not to be served


**HUMILITY**

Prime and Salib studied the importance of humility in management and the creation of an inclusive workplace:

- Humility is one of four key leadership factors
- "It takes tremendous courage to practice humility. Yet regrettably, this sort of courage isn’t always rewarded in organizations"


**IMPACT ON WORKPLACE**

Managers displaying altruistic or selfless behaviors is key for an inclusive and innovative workplace, characterized by the following behaviors:

- Acts of humility
- Empowering followers to learn and develop
- Acts of courage
- Holding employees responsible for results


The skills of influencing people to enthusiastically work toward goals identified as being for the common good, with character that inspires confidence.

Patient, kind, humble, respectful, selfless, forgiving, honest, committed

ANOTHER LEADERSHIP DEFINITION


(PSEUDO) RANDOMIZED TRIAL

Two shipwrecks, 20 miles apart, 4 months apart, Auckland Islands (1864)

- Pseudo-randomized trial on leadership styles
  - Captain Daigano, The Invercauld
  - Captain Musgrave, The Grafton
- Demonstrated that selfless leadership allows for adaptability in a challenging environment.


SELFLESS LEADERS

Emphasize trust, empathy, and the capacity to listen and to relate to others.
Express tolerance combined with integrity and confidence.
Requires courage to be both vulnerable and connected to others.
Requires humility to accept mutual dependence and an acknowledgement of one’s own weaknesses and vulnerabilities.