

What is Servant Leadership?

Thank you for your continued interest in Hartz & Minds, the periodic newsletter from Corporate Hartz, LLC. We specialize in Corporate Social Responsibility and Family Philanthropy and are delighted to share this conversation with you.

Servant Leadership, a term coined by Robert K. Greenleaf in 1970, is a concept that applies to leaders of companies, nonprofits, governments, and families alike. The underpinning of this idea is that everyone has a natural urge to serve. This desire is the guiding premise of true leaders, transformational leaders, leaders who inspire partners and followers. Servant Leaders enable others to grow and to serve, as they themselves grow and serve.

Often, we confuse titles - CEO, President, Senator, Director, Chancellor - with true leadership. Those who have risen through the ranks of organizations, institutions, businesses, and in some way families, possess trappings of leadership, but not always its critical composition. Servant Leaders view themselves as stewards; their stewardship of resources, relationships, opportunities, and challenges brings about virtuous cycles of progress for everyone directly or indirectly connected with them.

Servant Leaders

- Trust, listen, empathize, heal, persuade, develop, empower, and build
- Share influence, authority, responsibility, and information
- Encourage participation, partnership, and teamwork
- Envision a future that lives beyond the next quarter and beyond themselves

In this context, Corporate Social Responsibility is neither an initiative nor a program; it is a manner of conducting business. In this context, designating personal time and funds to invest in social causes is not a tax shelter; it is an opportunity to unite with your family and remember the purpose of your resources. In this context, a rising tide can lift all boats.

Are you a Servant Leader? Do you aspire to follow this philosophy in your actions? Know that being a Servant Leader does NOT require jettisoning possessions, eschewing wealth, neglecting your own needs and desires, or compromising your stature. In fact, research has shown that people, especially those best positioned to guide others, reap a greater proportion of the rewards of Servant Leadership. These are the people who will lead the world's institutions towards a better future.

**Company bottom-lines improve.**  
**Non-profits are more effective.**  
**Families unite in purpose.**