



Servant Leadership

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A group of people went out on a journey, and one of their servants, Anand, who has a strong presence, accompanied them. Anand is the one who undertakes all of the mundane tasks and also motivates and encourages others through his energy. Anand mysteriously disappears one day, the rest of the group disintegrates, and the trip is cut short. Years later, one of the group's members meets Anand and discovers he is the influential leader of the organization that first supported the expedition. A humble servant has risen to the position of leader. A similar story inspired Robert Greenleaf to find the modern servant leadership movement. "Is it possible to be a servant and also a leader? Is it possible to be humble and wise?"

The principles and ideas behind servant leadership have been discussed and practiced in various guises for centuries. Scholars and philosophers have pondered this concept for centuries, developing broader and deeper values relative to servant leadership.

It was only in the 1970s when leadership theory development was the prime talk, and Robert Greenleaf proposed the idea of the leader being a servant. In the next 20 years, Robert K. Greenleaf developed this idea by expecting leaders to learn to serve their followers with skill, understanding, and spirit. Greenleaf (2002) believed that some were looking for a better way to lead, and others, like the administration and the clergies in the churches, wanted more effective leadership models. Hence, Robert introduced this way of leading as a servant. He characterizes his view of this kind of leader as one who is a servant first, and he says that this begins with the natural emotion that one wants to serve, but then there is a conscious choice that one wants to lead from then on out (Greenleaf, 2002). The movement is not from leading to serving but from serving to leading.

UNDERSTANDING LEADERSHIP

One definition of leadership is persuading a group to work together to achieve a common goal. This would be one definition of leadership (Zulqarnain, n.d.). Furthermore, a team is driven by a source and directed to achieve the company's needs. Leadership is required to motivate people to strive and to be ready to act when necessary. Although it is an individual trait, it should not be mistaken for a gift; instead, it may be developed through honing specific abilities.

Steve Jobs is an excellent example of someone who was most likely not destined to be a leader (Friedman, 2017). After beginning Apple Computer in his garage in 1976, the company's board of directors decided to terminate him in 1985. At the time, the company faced tremendous competition, and he disagreed with the CEO regarding the company's future business strategy (Ward, 2016). He was rehired by Apple in 1997 as CEO after inventing Pixar Animation Studios and NeXT Computer and went on to build the innovative iPod, iPhone, and many other products. According to all accounts, Steve Jobs was a mercurial genius who often raged at employees, coworkers, partners, and vendors early in his career. According to some former Apple and NeXT employees, Steve was intolerant of anything he saw as a failure, and his foul-mouthed tirades were legendary (Ward, 2016). It seems that one should always be completely forthright with other people and that the feelings of others do not matter. He did not participate in formal reviews with the staff, and when he did, he was pretty stingy with his compliments for a well-done job. According to biographies about him, such as "Steve Jobs" by Walter Isaacson, as he aged, his managerial style shifted, and he learned to moderate some of his more negative

impulses and have more empathy for others, recognizing that individuals had limitations.

Additionally, he became aware that he needed to moderate some of his more extreme characteristics (Ward, 2020). As a result of his return to Apple, he was required to make staff reductions, and he was described as expressing compassion for the families of terminated employees. (Sheryar, 2020).

The legendary entrepreneur Steve Jobs passed away on October 5, 2011, at 56 (Bob Martens, 2011). Even after his death, his reputation lives on. According to an article published in the October 2018 issue of Forbes magazine, "Today, precisely seven years after his [Jobs] passing, his name is still associated with visionary, genius, innovator, and icon" (Beheshti, 2018).

WHAT IS SERVANT-LEADERSHIP?

According to the definition by Robert Greenleaf, the servant-leader is a servant first. An understanding and practice of leadership place the good of those led over the leader's self-interest. A servant-leader emphasizes the increased services to others with a holistic approach to work, a sense of community, and shared decision-making power and spirituality in the workplace.

WHO IS A SERVANT-LEADER?

A servant-leader has high credibility because of their honesty, integrity, and competence. They have a clear leadership vision and implement pioneering approaches to work. A servant-leader communicates well with followers and practices ethical persuasion as a means of influence. They seek not to be served but to serve. They view leadership positions as an opportunity to help, support, and aid others. They desire to create a trusting working environment

where people are highly appreciated. They are attentive and supportive of others. The servant-leader behavior model serves as an effective leader and invites others to contribute to executing their leadership vision. A servant-leader empowers followers by delegating decision-making responsibilities, enabling them to perform at their peak. Servant leaders provide direction and guidance by assuming the role of attendant to humanity.

IS SERVANT-LEADERSHIP BIBLICAL?

The New and the Old Testaments provide several examples of servant leadership in various contexts. To begin, the most well-known and well-known example of a servant leader is Moses and his story. Even though he held a leadership position within the Israelite government, Moses exemplified the servant-leader role. He was a humble man who could efficiently delegate to others (Crowther, 2018). The life story of Moses is generally seen, told, or read in three sections giving insights into three leadership qualities. The story opens in the first section with Moses tending sheep close to the mountain of God. The Lord appears to him under the physical impression of a burning bush. The miraculous part is not the burning bush in a desert but the fact that it does not burn up. This piques Moses's attention. As Moses approached the bush, the Lord called to him. This is the first indication of the call of Moses from the Lord. This call was first of all from God, but it was also to a particular vocation or situation which involved leadership. Moses became a great leader and was not only a spiritual leader but also a governmental leader of Israel. One of the principles from this pericope is that leadership begins in the mind of God as a gracious inclusion of humanity into the plans and purposes of God (Willimon, 2002).

Leadership starts with a call from God and can come to life to a vocation that is not necessarily religious. There are spiritual truths in leadership, and it begins with God and His call for an individual, but this is not restricted to religious vocations; Moses' call was not restricted in such a manner. These characteristics operated in Moses as a result of a spiritual occurrence. Social and cultural realities were crucial here, but they were not the cause or source of this leadership that proceeded from Moses. The most basic level of cause and motivation came from God by calling God to a mission or vision.

GOD, THE SERVANT LEADER

The God of the Old Testament is portrayed as the ultimate leader, and his servant-oriented leadership style serves as a model for other leaders throughout the book of the Old Testament. He is portrayed as the shepherd who has compassion for his flock (Psalm 23:1). He is enraged whenever the human shepherd leaders subject his followers to oppression for their interests (Ezekiel 34:1–24 and Jeremiah 23:1–4). The essence of instruction for servant leaders can be found in the rebukes given to Israel's leaders in the setting of the Old Testament.

Jesus teaches His disciples how to serve, and today, as a result of these teachings, we have the opportunity to listen in on conversations rich in wisdom and divine directions (Crowther, 2018). In Mark 10, Jesus teaches the disciples to become servants to all. In this text, in Mark 10:35–45, Jesus told the disciples for the third time about his coming death and how the Jewish leaders would mock Him and kill Him. Then the following conversation is the question from James and John about how to be at Jesus' right and left-hand sides in His Kingdom. It is essential to point

out here that the disciples were not aware of the implications of Jesus' coming death. They were looking for and expecting Jesus to be a military Messiah and to throw off the yoke of the Roman army machine and set up Israel as the center of all kingdoms on earth. This was quite a vision held by many Jews of the day, but it was wrong. It was so wrong that Jesus corrected it at several points, and these corrections were remembered by the disciples after the Day of Pentecost when they finally understood His Messiahship. James and John ask for permission to sit at His right- and left-hand sides, and this begins a conversation that ends with Jesus explaining the concept of giving and serving. The key to life is not self-exaltation, as was society's thinking at this time. These are Jesus' most clear teachings on leadership, and in this teaching, He redefined the vocabulary of leadership and taught them how to lead in the Kingdom of God (Wilkes, 1998). This new way of leading was in response to the questions of James and John in their desire to sit in the exalted position. This is a very human tendency to have a place of privilege and power.

APPLICATION

Not only are virtues and constructions contained in these biblical teachings, but so are leadership development methods. Jesus utilized the technique of modeling, which would incorporate various contemporary principles such as mentorship and action learning, but also expanded these ideas with concepts regarding the usefulness of the "Follow me" method. The Old and New Testaments endorse servant leadership and provide insights into the model and the servant leadership process. . It is apparent from these studies that love is paramount in servant leadership, along with the other virtues of servant leadership, like humility, altruism,

trust, empowering others, and service to others. The core issue for many of these texts is the focus on caring for, empowering, and protecting the followers. The Scriptures heartily endorse servant leadership. Moses is an excellent example of a servant leader, and his humility resulted in an ability to work with others and empower others through delegating and developing other leaders. He gave power away to thousands of other leaders. Part of his leadership journey was that he was living out a call from God and helping others lead and find their calling. Leaders develop a sense of purpose through their calling and help others by empowering them by giving power away and helping each find their purpose in their leadership. This is seen not only in the life of Moses but also in Esther, Peter, Paul, and other biblical leaders. Calling is a biblical concept, but everyone has a sense of calling or a desire for purpose, and this sense of something bigger is in all human hearts. This issue of call was necessary for biblical leaders, but it is essential for leaders today as well. Jesus becomes the ultimate servant leader and endorses becoming great through becoming a servant. With Jesus, it is more than serving—it is becoming a servant. He even models servant leadership in foot washing and calls his disciples to deeper levels of leading by giving up their lives in leading and, shepherding, caring for others. Jesus chooses a path of no reputation rather than grasping what is His, and His obedience is even to death. He calls his disciples to become this kind of leader by following his example. Even Paul later tells the leaders to have this same attitude as Christ. This is a profound serving position. This model becomes deeply personal based on internal issues of motive and desire. The application of biblical leadership can be made in this modern setting. Still, it must be

done carefully, with careful thought, for positive development and realizing that it will be countercultural in some aspects (Crowther, 2018). This is a multilevel robust, yet complex model for leadership. Nevertheless, it is biblical and a long preparation process; it is living in leadership. The person becomes a leader with complex issues at work, internally and externally, addressing the issues of Christian spirituality, self, motive, and the proper use of divergent areas such as authority and ethics. This complexity makes it difficult to conceptualize but not impossible. This complexity makes it even harder to lead this way but not impossible. With the proper vision for biblical leadership, it can be accomplished and grow and prosper in different areas beginning in the church and ministries. It can also be taken into the business world as Christian leaders adopt this for themselves and become leaders in diverse business, education, and government organizations. In this way, we can see leadership from the divine perspective. This way, we can develop Christian leaders to lead in the leadership world. The way into the future for this way of leadership is for leaders in the church to begin to live this model and set forth the example for the next generation of leaders in colleges, churches, and businesses. This is a process and not an immediate solution, and it is costly on a personal level. Still, it is the way into the future for the church as the leaders follow Jesus' example of leading the church and teaching others to lead.

Our world is filled with divergent troubling issues, and many solutions need influential, good leaders with a robust way of leading. Looking into the future, which might look dark at times, is brilliant. It is an opportunity for new ways of teaching with new influential, good leaders to be developed

and to rally many of the new influential leaders of the world to bring bright change into our world. In the church, there is a bright future. As the church faces opposition, trouble, and even cultural rejection, this is an opportunity for good influential biblical leaders to rise to the surface in the church and ministries to lead in real advance for the Kingdom of God on the earth. These are dark times, and these are good times. Frankly, these times inspire me, and they should inspire you too.

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