

# What Is Servant Leadership?

A LOOK AT A NON-TRADITIONAL FORM OF LEADERSHIP

Traditional leadership methods are well known and talked about. We know that good leaders aren't "bosses." Rather than giving orders, effective leaders work by helping employees solve problems, removing obstacles to success, and providing feedback that helps their employees become more effective. While traditional leadership is focused on helping an organization or company thrive, servant leadership puts employees first, and focuses on developing individuals so they can perform at higher levels. Here are a few key differences between a servant leader and a traditional leader.

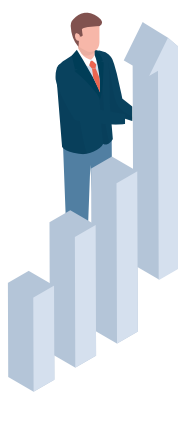
## SERVANT LEADER



## TRADITIONAL LEADER



VS



**Works to identify obstacles for employees' success.**

**Works to identify obstacles for the organization's success.**

S E R V A N T   L E A D E R

T R A D I T I O N A L   L E A D E R



VS



**Builds trust among their employees.**

**Builds high-performing teams.**

S E R V A N T   L E A D E R

T R A D I T I O N A L   L E A D E R



VS



**Navigates the workplace by following their values.**

**Navigates the workplace by monitoring competitors.**

S E R V A N T   L E A D E R

T R A D I T I O N A L   L E A D E R



VS

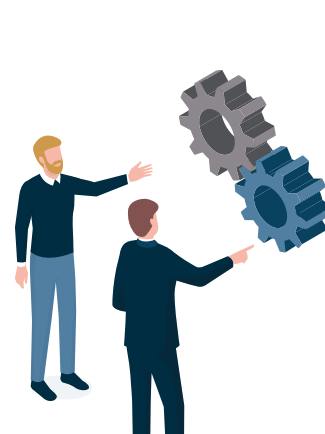


**Listens to understand their employees' challenges.**

**Motivates employees to encourage results.**

S E R V A N T   L E A D E R

T R A D I T I O N A L   L E A D E R



VS



**Develops others by identifying their strengths and weaknesses, and coaches them.**

**Demands high quality work from employees.**

S E R V A N T   L E A D E R

T R A D I T I O N A L   L E A D E R



VS



**Speaks up to advocate for employee needs, especially for developing new skills.**

**Seeks high-skilled employees from the talent marketplace.**

S E R V A N T   L E A D E R

T R A D I T I O N A L   L E A D E R



VS



**Uses soft skills to influence their employees' behaviors.**

**Calls upon employees to meet expectations.**

S E R V A N T   L E A D E R

T R A D I T I O N A L   L E A D E R



VS



**Is a catalyst for change by exhibiting the behaviors they want to see in their employees.**

**Sees change as another obstacle to lead employees through.**

## Teaching Employees to Fish

We've all heard the saying: "Give a man a fish, and he eats for a day.  
Teach a man to fish, and he will never go hungry!"

Servant leadership is about teaching employees to fish. Providing employees with the tools and coaching that they need to solve their own problems will open up the possibilities in your organization.

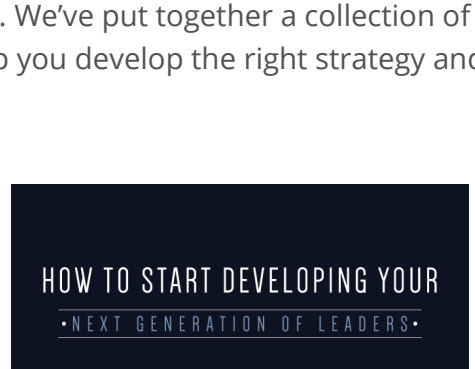
That's not to say that there isn't a place for traditional leadership in your organization. Several leadership styles can be effective, and find the right style of leadership you need in each department, and for each individual, will help you more effectively bring strong leadership development to your company

## Where to Learn More

Developing leadership is one of the most important tasks that training program managers are faced with. Developing executives and managers yields great returns, but finding time to develop their leadership skills isn't always easy. We've put together a collection of our best resources on leadership development that will help you develop the right strategy and upskill your core leaders!



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