

## Servant Leadership

Joe Schmitt shows a good example of servant leadership in the video “Servant Leadership-Joe Schmitt.” Throughout the video, Schmitt demonstrates leadership grounded on integrity, acts of service, and personal character building, the principles that mirror Robert Greenleaf’s principles of servant leadership and align with Christian values which is a call to service.

Schmitt’s leadership philosophy is centered on serving others first, the foundation of Greenleaf’s servant leadership model. As seen in the video, Schmitt puts a lot of focus on understanding his team member’s needs and placing their welfare above his interests. Pawar et al. (2020) note that such a display of selflessness forms a vital aspect of servant leadership since it emphasizes on the well-being of others rather than that of the leader. By making the development of his team a priority, Schmitt creates an environment where trust and collaboration thrive, making him an effective leader.

According to Canavesi & Minelli (2022), promoting fellowship is a key aspect of servant leadership. Schmitt in the video, has done well to promote a culture of fellowship by remaining authentic and humble thereby encouraging others to emulate his behavior. He demonstrates that leadership is not about controlling or commanding but about supporting and serving others. Schmitt’s integrity is also shown by his willingness to be vulnerable and admit his mistakes, something that most leaders often ignore. These qualities are the pillars of a strong followership, where team members trust and respect their leader.

Furthermore, Schmitt’s leadership skills that focus on personal character building are demonstrated in his commitment to personal and team’s continuous growth. He believes in

the essence of personal development and supports every member of his team to get opportunities for self-improvement and learning. Through his determination to help others grow, Schmitt plays a key role in helping his team members develop the confidence and skills needed to become leaders in their own right. This approach aligns with the principle of servant leadership that emphasizes the growth of people (Canavesi & Minelli, 2022).

From the Christian perspective, Schmitt's leadership demonstrates the Christian call to service, as reflected in the teachings of Jesus Christ, who showed servant leadership through self-sacrifice and humility. Schmitt's emphasis on serving his team and prioritizing their needs reflects the belief among Christians that true leadership comes from putting others first (Pawar et al., 2020). Additionally, Schmitt's focus on promoting integrity aligns with Christian values, as it demonstrates the significance of living a life of humility, honesty, and compassion.

Greenleaf's principles of servant leadership, which include empathy, listening, and stewardship, are also highlighted in Schmitt's leadership style. Schmitt serves his team members more effectively using his ability to listen to his team members and understand their needs while his empathy and genuine concern for others promotes a sense of community and belonging within his team. In addition, he approaches leadership as a form of stewardship resonating with Greenleaf's belief that leaders have a responsibility to care for and develop the people and resources entrusted to them. By demonstrating these principles, Schmitt is an exemplary leader who inspires others to adopt a similar approach to leadership.

In summary, as shown in the video, Joe Schmitt's example of servant leadership highlights how acts of service can be a powerful form of leadership. His commitment to personal character building, integrity, and focus on the growth of others exemplify the principles of servant leadership as outlined by Greenleaf and the Christian call to service.

Ultimately, he creates a culture of trust and followership through his actions, inspiring others to grow personally and professionally while also embracing the values of servant leadership.

### References

- Canavesi, A., & Minelli, E. (2022). Servant leadership: A systematic literature review and network analysis. *Employee Responsibilities and Rights Journal*, 34(3), 267-289.
- Pawar, A., Sudan, K., Satini, S., & Sunarsi, D. (2020). Organizational servant leadership. *International Journal of Educational Administration, Management, and Leadership*, 63-76.
- Servant leadership-Joe Schmitt (2014). <https://www.youtube.com/watch?v=fb0VvPTVp4k>