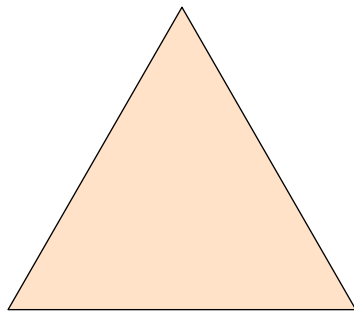


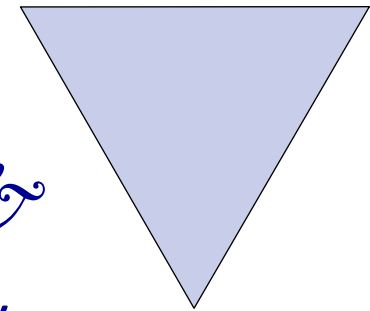
ECNAIS Conference

Hotel Sofitel WarsawVictoria

Thursday November 17th 2011



*Space for professional teachers &
schools to be & to grow as masters
in learning and teaching*



“Rijkdom is het verrijken van anderen”

_Nuijten, 2010

“You feel rich when you enrich others”



HELLO!



FOOD CRISIS



PERFORMANCE DRIVEN SOCIETY

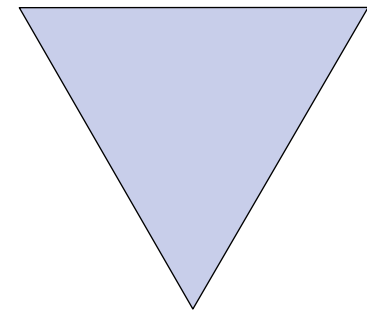
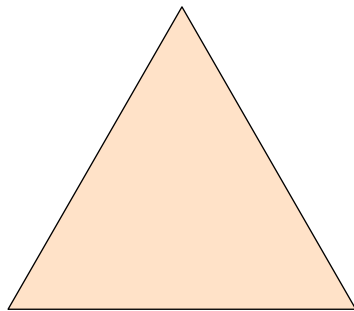


Performance/Results/Competence

Before 1970

1970-2011

After 2011



Value/Character



“The failure (or refusal) of a leader to foresee may be viewed as an *ethical* failure, because a serious ethical compromise today (when the usual judgment on ethical inadequacy is made) is sometimes the result of a failure to make the effort at an earlier date to foresee today’s events and take the right actions when there was freedom for initiative to act.”

None of us is as smart as all of us

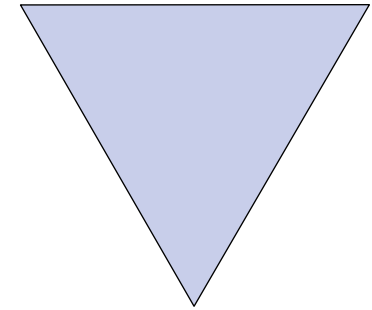
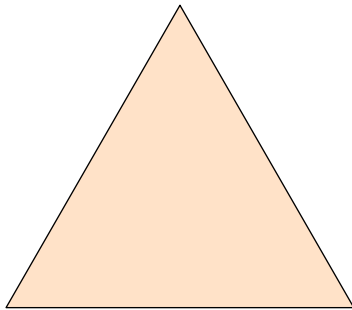
Together we can achieve what
we cannot achieve alone

We need others to be...

WE NEED LEADERS!



Greenleaf



Servant-leadership



Leadership?

“the process of influencing others to understand and agree about what needs to be done and the process of facilitating individual and collective efforts.” Yukl

“a process whereby an individual influences a group of individuals to achieve a common goal.” Northouse



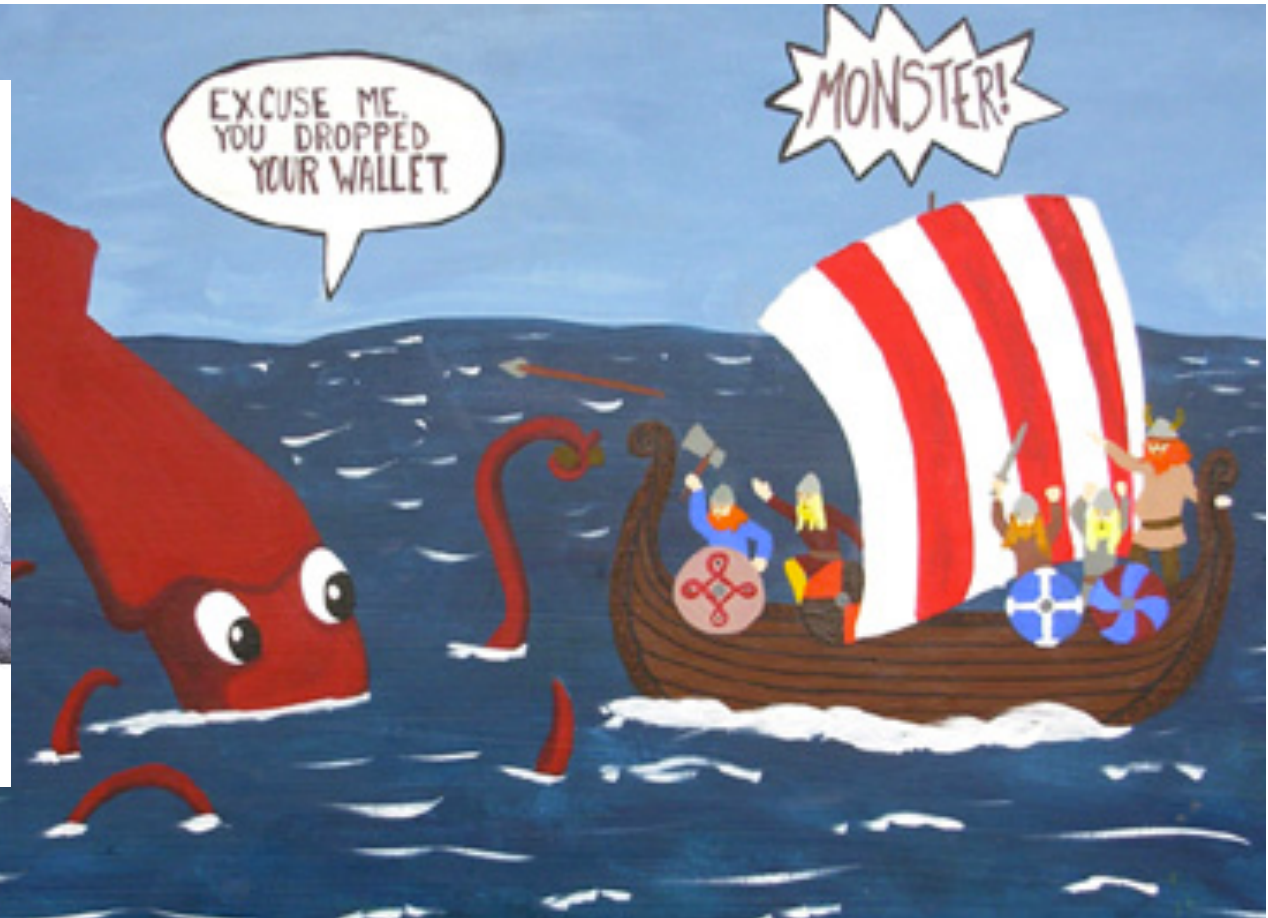
Leadership?

Problem with other ‘types’ of leadership

Focus of the leader...



Why is self-focus a problem?!



Servant-leadership?

Focus of on interests
of others/all...



Servant-leadership

“The servant leader is servant first. It begins with the natural feeling that one wants to serve. Then conscious choice brings one to aspire to lead.

The difference manifests itself in the care taken by the servant-first to make sure other people’s highest-priority needs are being served.

*The best test is this: Do those served **grow** as persons; do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?” (Greenleaf, 1970)*



What is really important for people?

What makes them happy, counts for well-being, benefits health and development?



Self-determination theory

Investigating people's inherent **growth** tendencies and innate psychological needs that are the basis of their self-motivation, personality integration, and personal well-being (Ryan & Deci, 2000).



Another universal ‘need’

TRUST

“It is almost impossible to deliver good performance without trust, because if trust is gone passion is replaced by fear”



Studies show...



Servant-leadership

**“A servant-leader has moral character,
the wisdom to foresee what’s needed,
the ability meet the needs of others
and the courage to act on that.”**

Nuijten, 2009



Stewardship Humility
Accountability Appreciation
Empowerment Authenticity
Courage Forgiveness



CLEAR GOAL

LISTENING

TRUST

Responsibility

**Dealing with dilemma's
proactively in the
common interest**

Foresight

CARE

Wisdom



LEADER?!

ROLE MODEL

**HAVE A VISION
BE COURAGEOUS
STAY POSITIVE
AND FOCUSED...**



**... FOCUSED ON
DEVELOPING
FUTURE LEADERS
THAT TAKE CARE
OF ALL ...**





Thank you!

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E-mail: inge@inspt.nl



"Begin growing from where you are - not from where others think you ought to be by now."

~ Steven Douglas Lawrence

