ECNAIS Conference

Hotel Sofitel Warsaw Victoria

Thursday November 17th 2011

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

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“Rijkdom is het verrijken van anderen”
_Nuijten, 2010

“You feel rich when you enrich others”
HELLO!
What's up?!
Performance/Results/Competence


Value/Character

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“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

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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”

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Studies show…

Servant-Leadership → Trust → Basic psychological needs (CAR)

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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
Dealing with dilemmas proactively in the common interest.

- CLEAR GOAL
- LISTENING
- TRUST
- Responsibility
- Foresight
- CARE
- Wisdom

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LEADER?!
ROLE MODEL
HAVE A VISION
BE COURAGEOUS
STAY POSITIVE
AND FOCUSED…

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© 2011 Dr. I. Nuijten
… FOCUSED ON DEVELOPING FUTURE LEADERS THAT TAKE CARE OF ALL …
Thank you!

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

~ Steven Douglas Lawrence