Team Effectiveness and Six Essential Servant Leadership Themes: A Regression Model Based on items in the Organizational Leadership Assessment by Justin A. Irving and Gail J. Longbotham

Servant leadership is something that I find really intriguing and the drive to learn more about this type of leadership is what led me to reviewing this article. This article was created to examine the effect that servant leadership has on team effectiveness. One quote from this article that really stuck out to me was, “in light of the revolution of expectation among young people, one who presides over a successful business will need to evolve from being the chief into the builder of the team” (Irving, 2007, p. 98). I found this so interesting because it goes back to putting the needs of your followers first and enabling them to perform at their best. The way that the article defines servant leadership is a leader who focuses on what is best for their followers.

This article is part of an experiment to see if the result of implementing servant leadership leads an increase in team effectiveness. The results of the experiment revealed six themes that can lead to effective servant leadership that when implemented leads to effective teams. These themes are (1) providing accountability (2) supporting and resourcing (3) engaging in honest self-evaluation (4) fostering collaboration (5) communicating with clarity (6) valuing and appreciating. For a more in depth understanding of these six themes please review the article. The authors of this article strongly advise organizations to implement servant leadership calling it vital to the success of achieving team efficiency. The authors also recommend that any organization that wants to implement servant leadership should do so by following the six themes outlined in the article.