A Discussion of Servant and Ethical Leadership Styles

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Abstract

With an increasing number of studies on leadership, the concepts of ethics and servant-hood occupy a greater presence in educational management literature. Today's school leader could achieve more recognition, become more credible and legitimate in their schools, with their stand in ethical dilemmas and welcoming the needs of the teachers and learners in the first place. It is believed that servant leadership presents organizations with a chance to attain their goals in ethical leadership practices. When the literature is examined, there seems a tendency to assume servant leadership as an influential factor in ethical outcomes. Thus, this chapter will seek to examine the related terms in ethical and servant leadership, the link between both leadership styles and will explore conceptual and empirical findings related to both leadership styles. The chapter is focused on studies in business and education settings, to give more comprehensive idea to the readers on servant and ethical leadership styles.

Keywords: Servant leadership, ethical leadership, schools, teachers

Leadership, Servant-hood and Ethics

Rost (1995) defined leadership as "good management" based on many other different definitions and explanations in the literature. Today, schools need good management, which requires many positive attributes on the side of school leaders, from serving all stakeholders in line with school goals, to standing in the right place on ethical problems. School leaders help the disadvantaged students and give them chance to get most fromschool

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More research is required to examine how servant leadership is linked to ethical leadership (Burton, Welty-Peachey, & Wells, 2017), most importantly in causal links but on the qualitative side as well. However, there must be recognition that trying to establish a causal link between two leadership styles may be problematic if it leads to further discussion on "what affects what", although some studies in this paper seem to suggest servant leadership has an effect on ethical leadership. The author has tried to demonstrate servant leadership has positive effects on the outcomes of ethical leadership. While literature generally highlights a positive association between servant leadership and ethical outcomes, along with ethical leadership characteristics, this study suggests the value of further researcher to determine correlational and casual studies links between both leadership types.

As the societal demands for higher levels of ethical behavior increase, servant leadership represents a desirable approach by promoting integrity, helping others, and prioritizing the realization of full potential of followers (Liden *et al.*, 2015). Schools should be a place to nurture servant-hood and ethics with servant and ethical role models for the future of communities.

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