

Servant Leadership Competences of Middle Managers in a Business Organization

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Abstract

Relevance. The challenges and opportunities of the 21st century are gaining momentum in our societies, as the technological revolution that began in the middle of the 20th century gathered pace at the beginning of this century and dictated the further development of humanity. Living in a period of such changes in the scale of human civilization, it is essential to understand and know the direction of the human journey, the vision and the mission of each of us. This is why leadership is so necessary and more crucial than ever to ensure the sustainable future development of humanity.

Leadership has been studied and researched since ancient times, and its meaning and range of influence have evolved. Today, leadership is also widely studied in the science of organizational behavior. It is closely linked to organizations' economic, political and social development.

As a rule, highly qualified professionals with no previous management experience can become middle managers. This means that leadership is a completely new function and status for them, accompanied by a huge sense of responsibility and accountability.

The relationship between the competences of middle managers and the competences possessed by the servant leader is significant from both a theoretical and a practical perspective.

This paper will present: what competences do middle managers need to acquire to become leaders who empower their teams to deliver sustainable and effective results? Can servant leaders achieve this? If an organization was to introduce servant leadership competency training for middle managers, would this lead to a more effective, motivating climate in the organization? What changes can the organization make to prepare and retain servant leaders in the organization?

The aim of this paper is to reveal the leadership competences possessed by middle managers in an organization and their relationship with servant leadership competences.

Keywords: Adult education, change, competency, leadership, middle management, servant leadership, organization management, organizational development