The Case for Inclusion of Redemptive Managerial Dimensions in Servant Leadership Theory

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Abstract
This paper references research done on Servant Leadership theories across a span of some 45 years since Greenleaf’s first work on the subject. It catalogs 15 Servant Leadership theories based on Scripture. In doing so, it identifies a perceived gap in these theories using theological and hermeneutical arguments. It also is a reference point for further research to consider where the redemptive work of Christ fits into leadership models that draw upon His life and work as their source.
Theory of Leadership # 1. Trait Theory of Leadership: In the 1940s, most early leadership studies concentrated on trying to determine the traits of a leader. The trait theory was the result of the first systematic effort of psychologists and other researchers to understand leadership. This theory held that leaders share certain inborn personality traits. The earliest theory in this context was the “great man” theory, which actually dates back to the ancient Greeks and Romans. The most publicized aspect of the studies was the identification of two dimensions of leadership behavior: ‘initiating structure’ and ‘consideration.’ Initiating structure is the extent to which a leader defines his or her own role and those of subordinates so as to achieve organizational goals.