



Caring Leadership: Creating and Sustaining a Workplace of Performance Excellence in The Servant Organization

Ed Dean

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The level of trust and creative thinking which exists within an organization is dependent upon the leadership culture in the organization. Without a culture of caring which engenders employee trust and fosters creativity, an organization facing threatening challenges will not succeed. In such cases, businesses ultimately will fail. In government, because government cannot really fail, the government organization which lacks creative thinking becomes mired in average or poor performance. Not for profit organizations which lack creative thinking will also ultimately cease to be relevant. Creativity in the workplace begins to flow where trust exists in the workplace. Employee trust of leadership is built in caring places to work. Caring workplace cultures are thus able to achieve performance excellence. Caring leadership is the key.

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