



University of the Virgin Islands

Dr. James Maddirala, Director

Creative Leadership for Innovation and Change, Ph.D. Program
invites you to the Public

Dissertation *Defense*

for

Danny Philip

Monday, April 22, 2024

4:00 PM AST

Join via Zoom

**<https://uvi-edu.zoom.us/j/99629763761?pwd=dGpKTmFGbldhSlEzeXRtM2ZKU3dBZz09> Meeting ID: 996
2976 3761 Passcode: 756942**

TOPIC

**“Perceptions on Servant Leadership Efficacy among the Leadership Genres in
the Caribbean Union Conference of Seventh-day Adventists”**

ABSTRACT

Leadership is essential to an organizations' effectiveness (Bandura, 1977). This includes leaders' ability to influence a process to empower followers, build community, and accomplish organizational objectives. Leadership can accomplish this by building relationships with followers, meeting their needs, and influencing them to accomplish organizational goals. The primary purpose of this quantitative study was to examine the perceptions of servant leadership efficacy among the leadership genres in the Caribbean Union Conference of Seventh-day Adventists (CARU). This study reports to what extent leadership efficacy is present among Church Board Leaders, District Pastors, and Field Administrators in CARU. The theoretical framework is guided by Robert Greenleaf's (1970) theory of servant leadership and Albert Bandura's (1997) theory of self-efficacy. Greenleaf understands servant leaders as stewards who recognize that their primary focus is serving others instead of themselves (Greenleaf, 1970). Bandura (1997) defines leadership efficacy as the extent to which leaders can organize and execute a plan to accomplish their objectives.

ABSTRACT

Participants in this study were selected from a stratified sampling of three Fields from within CARU. This quantitative study used a slightly modified version of the Organizational Leadership Assessment by James Laub (1998) to assess servant leadership efficacy within CARU. The study indicated that CARU's overall leadership efficacy exceeds the threshold across all genres. However, the findings also revealed that there are some warning signs and that as an organization, CARU needs to look at its leadership development, evaluation of top leaders, relationship building, and meeting followers needs if it is to continue to be effective as an organization in accomplishing its mission. Keywords: leadership, efficacy, genres, effectiveness, administrators, district pastors, church board leaders

Dissertation Committee

Clinton Valley, Ed.D.

Committee Chair

Hinsdale Bernard, Ph.D.

Committee Member

Fazadudin Hosein Ph.D.

Committee Member

Cynthia Botchway, Ph.D.

Committee Member

James Maddirala, Ph.D.

Program Director and Faculty Sponsor