

# Review of: "Unlocking Success in NGOs: The Power of Servant Leadership"

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**Potential competing interests:** No potential competing interests to declare.

Very good article/research with good analysis, discussion and conclusion.

Some feedback for further improvement:

Check citations throughout – sometimes they are with dates old to new, sometimes otherwise.

Recheck typos (proof reading) e.g. 2.5 (1<sup>st</sup> sentence) “we aims” – check all!

I would have included a small paragraph in the introduction on Team Identity (TI) and Team Climate (TC) to be clearer for the readers what these terms mean for the researchers.

1. – 2<sup>nd</sup> parag. Also according to Knights, (2016, p. 4) SL is a “process of influencing people to act through **principles** and **values** and **beliefs**” (my emphasis)

Knights, J. (2016), How to Develop Ethical Leaders, White Paper by Routledge, NY and Oxford, available at:

<https://www.routledge.com/posts/9951>.

1.1 – 2<sup>nd</sup> parag. “a subject that has not received sufficient attention in the current literature” reword, since this is according to the researchers (as researchers we can never be sure about statement such these)

2.1 – 1<sup>st</sup> parag. “NGOs naturally associate with SL due to their core mission of serving marginalised communities.” Strong statement needing justifications. Also why ‘naturally’? Is this the assumption of the researchers, or a justified statement? Also, not all NGOs serve the ‘marginalised communities’.

Discussion section could have been a bit more elaborate.