
**OPTIMIZING THE ROLE OF YOUTH IN THE IMPLEMENTATION OF
SERVANTS LEADERSHIP THROUGH THE DREAM WARRIORS
PROTOTYPE AT THE AL-HASANAH BONE ORPHANAGE BOLANGO**

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ABSTRACT

Leadership style is a series of systems that have important elements, namely influence, strong leadership ability to create cooperation so as to facilitate achieving the vision and mission of the organization. The research method used in this study is to use an observation approach. This leadership project method is divided into 2 namely; Empowering and Improvement and Community Service. Selected youths/girls are given training related to the concept of servant leadership and the big five personality theory. This collaboration aims to provide positive energy to the community, especially for children who are at the Al Hasanah Bone Bolango Orphanage through the presence of youth who are ready for change.

Keywords: Leadership, Servant Leadership, Big Five Personality Theory

INTRODUCTION

Effective leadership, ethical leadership, and leadership emergence have been widely studied, but there is still a lack of research on the relationship between the big 5 personality traits and authentic leadership (Baptist, 2018).

The 21st century is known as the information age (Beetham & Sharpe, 2013). The importance of knowledge in this era can be understood through *strategic resource based* (Lockett et al., 2009) which suggests that organizational success can be achieved by embracing the development of new knowledge and capabilities. Organizational scholars argue that facilitating the development of knowledge creation capabilities can be a source of competitive advantage for organizations that is difficult for rivals to imitate (Torres et al., 2018), and that it positively influences organizational innovation (Rhee, & Park, 2018). Others argue that knowledge and information sharing plays an important role in the innovation and development of new products and processes (Zamora & Senoo, 2013). In addition, knowledge creation capabilities assist companies through improving their performance in times of high technological turbulence and competitive intensity (Su et al., 2016)

Leadership style is a series of systems that have important elements, namely influence, strong leadership ability to create cooperation so as to facilitate achieving the vision and mission of the organization. A successful leadership style is a leadership style that is rooted in conscience, values, norms, ethics, freedom, giving trust, supervision, ready to accept criticism, constructive suggestions, firm and respecting creativity, innovation and motivation, this leadership style has an impact on improving performance which includes increasing professional competence, increasing personal competence and increasing social competence (Suwarno and Bramantyo, 2019).

Leadership styles are ways that are used by leaders in order to influence their members, namely leaders who prioritize tasks or leaders who are more concerned with their relationships with members (Asnawi, 1999).

One of the contemporary leadership styles currently being developed is servant leadership *where* the leader seeks to empower all the potential that exists within the organization using a humanist and friendly approach (Keith, 2016).

Servant leadership has (1) a moral component, meaning that morals are an integral part of the identity of a leader that can be emulated and transferred or transmitted to his subordinates or followers; (2) focus on service to followers or subordinates, meaning that leaders pay attention to the improvement, improvement and achievement of personal performance of subordinates and not just for the benefit of the organization; (3) attention to the success of all *stakeholders*, meaning that organizational leaders view that organizational success cannot be separated from all *internal* and *external components* that are integrated with the organization such as: employees, customers, business partners and the community; and (4) self-reflection, as an effort to avoid the arrogant leader profile. Leaders who carry the *servant leadership model* provide openness for all their members and the organization they lead to participate actively and creatively and generate great motivation for their employees to work and involve their hearts in the mission and goals of the organization (Keith, 2016).

In enhancing the role and assistance of orphanage children, we are interested in exploring *servant leadership*. This type of leadership and motivation is very important

for youth to have. Even though the activities are made as well as possible, if young people do not realize the meaning of good service and motivation then the goals will not be achieved (Mingkol & Hatmoko, 2022).

Youth is an important pillar in the development of a nation, the more qualified the youth, the more open the potential of a nation to become a developed and highly civilized country. It should be noted that the place for learning from youth is not only at school or lectures but youth can study wherever they are and at any time (FEB Unair, 2022). This project encourages all Gorontalo youth/girls to be aware of their roles and functions as *agents of change* or pioneers of change in society.

The problem to be investigated is the existence of *research gaps* from previous studies. From various existing studies, the relationship between the concept of *servant leadership* and organizational culture on performance is inconsistent, but some consider it consistent. Therefore, we have a concept that involves the role of youth to develop their own capacities and learn and apply the concept of *servant leadership*.

One of the efforts to facilitate young people to develop their capacity and self is by exploring experience and knowledge from community empowerment programs, absorbing local community wisdom, gaining inspiration, sharing *knowledge* with the community, strengthening networks and understanding the importance of contribution and collaboration with the community.

This project was carried out in collaboration with one of the youth communities in Gorontalo, *Youth Superior Indonesia*. This collaboration aims to provide positive energy to the community, especially for children who are at the Al-Hasanah Bone Bolango Orphanage through the presence of youth who are ready for change. We want to inspire them to get equal treatment, equal education, and comfortable socializing. We hope that this activity can be transformed into a bridge between our concern as a society for those in need.

METHOD

The research method used in this study is to use an observation approach. According to Tanjung, et al., (2022) observation is direct and systematic observation of the symptoms to be studied. With this method, researchers can see and feel directly the atmosphere and research subjects.

This leadership project method is divided into 2:

a. Empowering And Improvement

This method is carried out for youths/girls in the form of debriefing and instilling servant leadership values. It includes *Superior Talk Series* and *Leaderless Group Discussions*. The *Superior Talk Series* contains leadership *sharing sessions* and *big five personality theory discussions*. *Leaderless Group Discussion* related to the topic of youth and love for the country to increase the will to lead, critical thinking skills and public speaking.

b. Community Dedication

Delegates and participants will apply the concept of *servant leadership* when conducting community service in the field of education at the Al-Hasanah Bone Bolango Orphanage. In addition to applying the concept of servant leadership, delegates and participants will also practice their *soft skills* in socializing and becoming *problem solvers* when there are problems in the field. This service is coupled with several activities including education and motivation related to future aspirations in a concept of "Warriors of Dreams". After that, a ranking *game 1* was carried out to provide an understanding of national insight for the Orphanage children.

RESULTS AND DISCUSSION

Results

a. Gorontalo Province youth

We collected selected youths/girls through regional selection in Gorontalo Province totaling 8 participants. They were finally equipped with *the big five personality theory* and other skills so they could be applied to the children at the Al-Hasanah Bone Bolango Orphanage. Following are the results of applying *the big five personality theory* :

Table 1. Results of the Application of the Big Five Personality Theory

articipant Initials	Openness	Conscientiousness	Extraversion	Agreeableness	neuroticism
AT	✓	✓	✗	✓	✓
MF	✓	✓	✓	✓	✓
UP	✓	✓	✓	✓	✓
SW	✓	✗	✗	✓	✓
TM	✓	✓	✗	✓	✓
CK	✓	✓	✓	✓	✓
AP	✓	✓	✓	✓	✓
IS	✓	✓	✓	✓	✓

b. Children of the Al-Hasanah Bone Bolango Orphanage

The activity carried out at the orphanage is a rank 1 competition which aims to increase their knowledge regarding general knowledge and the activities of the dream army which are conceptualized in a prototype of ideals to motivate and educate related to leadership and future planning in achieving goals.

Through ranking 1 activities we won 1st, 2nd, and 3rd place in the competition:

Table 2. Rank 1 Competition Results

Champion number 1	Runner up	3rd place
Salman	Adit	Son

Discussion

Based on table 1, it has been identified related to the application of *big five personality* for all selected delegates, totaling 8 people. The results stated that the application of *the Openness attitude* was shown by 100% of the participants. This is based on the creative and innovative attitude that is characterized by *the Openness personality*.

For the application of the attitude of *Conscientiousness* has been shown by 87.5% of participants. This is based on conscientiousness, timeliness, and sincerity in carrying out the service. However, there were still participants who could not show this.

The application of an attitude of *extraversion* has also been shown by 62.5% of participants. The positive attitude shown is in the form of liveliness, courage, and the ability to interact with the orphans. On the other hand, there were still some participants who had not been able to demonstrate this.

The application of an attitude of *agreeableness* has also been shown by 100% of participants. This is based on being kind, friendly, cooperative, trustworthy, and helpful. The application of *neuroticism* has been demonstrated by 100% of participants based on the application of a calm and unemotional attitude.

CONCLUSION

This activity was carried out for 2 days. The first day focused on *empowerment and improvement*, the second day focused on community service "Armed Dreamers". The conclusions from the implementation of this project are:

a. Selected youths/girls are given training related to the concept of *servant leadership* and *the big five personality theory*. The debriefing is carried out by *sharing sessions* related to leadership and personality theory as well as conducting *Leaderless Group Discussions* to improve self-leadership, *public speaking*, *critical thinking*, and *problem solving*.

b. Providing leadership education and motivation to the children of the Al-Hasanah Bone Bolango orphanage which is conceptualized in the prototype "Warriors of Dreams". Youth acts as a role model for them and increases enthusiasm and there is room for growth for the children of the al-hasanah Bone Bolango orphanage.

SUGGESTION

- a. To develop the ability of young people to serve, it is necessary to have a platform or community that can be a place for learning and increasing social sensitivity through programs that aim to provide services to the community.
- b. To increase the motivation of orphanage children, it is necessary to take advantage of technological advances. Foundations need to provide technology savvy to children to ensure they get the same information as other children. However, deeper supervision is needed considering that children are still vulnerable to being exposed to negative information through technology

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