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"KLAD" is a student journal first published at M. Narikbayev Kazguu University School of liberal arts. This journal is aimed at enhancing students' involvement into science and research.



INFORMATION ABOUT THE JOURNAL

“KLAD” is a student journal first published at M. Narikbayev Kazguu University School of liberal arts. This journal is aimed at enhancing students’ involvement into science and research.

«KLAD” journal admits for publication various types of articles: original research, review articles, short reports or essays, reflections, case studies, methodologies and cases in english; containing the results of fundamental and applied research in the field of philosophy and identity, history of kazakhstan, pedagogy, linguistics and methods of teaching languages, translation, and tourism.

CONTENTS

WHAT ARE THE EXPERIENCES OF INTERNATIONAL STUDENTS IN TERMS OF LINGUISTIC ADAPTATION	7
Kussainova Zarina	
HUMOUR IN SIMULTANEOUS INTERPRETING: A CASE OF EURASIAN MEDIA FORUM IN KAZAKHSTAN	14
Mukanbednyarova Madina	
TRANSLATION OF EMPHATIC CONSTRUCTIONS FROM ENGLISH INTO RUSSIAN: A COMPARATIVE ANALYSIS OF TRANSLATIONS OF JACK LONDON'S NOVEL MARTIN EDEN	25
Khamidullova Mergul	
STRATEGIC DOING: TEN SKILLS FOR AGILE LEADERSHIP	37
Abilkaiyr A.T.	
THE 360 DEGREE LEADER: DEVELOPING YOUR INFLUENCE FROM ANYWHERE IN THE ORGANIZATION BY JOHN MAXWELL	40
Amanzhol R. S., Nurakhmetova A. Zh.	
LEADERSHIP SECRETS OF THE WORLD'S MOST SUCCESSFUL CEOS" BY ERIC YAVERBAUM	43
Muratova Assylzhan	
SERVANT LEADERSHIP IN ACTION: HOW YOU CAN ACHIEVE GREAT RELATIONSHIP AND RESULTS	45
Gazizova Samal, Prmagambetova Diana	

START WITH WHY: HOW GREAT LEADERS INSPIRE EVERYONE TO TAKE ACTION	48
Kudaibergenova R.S., Koigeldiyeva A.A.	
LEADERSHIP IS LANGUAGE: THE HIDDEN POWER OF WHAT YOU SAY - AND WHAT YOU DON'T" BY L. DAVID MARQUET	50
Kurbanova D.G.	
LEADERSHIP STRATEGY AND TACTICS: FIELD MANUAL BY JOCKO WILLINK	53
Serikov Alisher, Temirgali Bakytzhan, Yesbatyrova Zhuldyz	
LEADERSHIP AND SELF-DECEPTION. GETTING OUT OF THE BOX» BY AUTHORS OF ARBINGER INSTITUTE	56
Baltabay D.G	
YOUNG PEOPLE DON'T WORK BY CHOSEN SPECIALTy	61
GRADS UNEMPLOYMENT BY THEIR SPECIALITY	64
HOW TO PREVENT THE HIGH NUMBER OF SUICIDES AMONG YOUNG PEOPLE STRUGGLING WITH THE UNT EXAM FAILURE?	67
Kappassova Dinara	
FAKE NEWS CAUSING ISSUES ON DIFFERENT SOCIAL LEVELS	70
Makhsumova Arina	
Members of Editorial Board	73



PART 02

KAZGUU LIBERAL ARTS DIGEST

BOOK
REVIEWS



SERVANT LEADERSHIP IN ACTION: HOW YOU CAN ACHIEVE GREAT RELATIONSHIP AND RESULTS

GAZIZOVA SAMAL, PRMAGAMBETOVA DIANA

Abstract: Every aspect of our society has been harmed by leaders who are only looking out for themselves, and we have all witnessed this. They frequently wind up being responsible for the downfall of their entire corporation. However, there is yet another approach, and that is servant leadership. Leaders who are servants to their followers gain power not by elevating themselves but by serving those they lead. This compilation features the contributions of forty-four renowned servant leadership experts and practitioners. These contributors include prominent business executives, bestselling authors, and respected spiritual leaders. They offer advice and tools for implementing this proven, but for some still radical, leadership model. This is the most comprehensive and all-encompassing guide that has ever been published for what is, in every respect, a superior way to lead. It was edited by Ken Blanchard, a renowned business author who has been a servant leader his entire life, and Renee Broadwell, who has been his editor for many years.

Key words: business, leadership, relationship, results, servant leadership

RELEVANCE OF THE BOOK AND ITS TOPIC

Corporate responsibility is frequently viewed in the business sector as accomplishing goals getting the maximum profits for investors and customers. However, there is a broader understanding of business practices, so that is where service leadership plays its role, keeping us responsible for our own attitude regarding staff and enabling us to create an organization with a better workforce, that is more efficient and achieves greater results. (Mozhenkov, 2017) As a result, this topic is really acute and needs to be more investigated given the lack of researches and information.

BACKGROUND INFORMATION

This is a book which consists of various writings. The authors have selected writings by tens of the world's key leaders and orators, including John Hope Bryant (Bryant, 2009) , Erwin Raphael McManus (Blanchard, Broadwell, 2018), and many others. The book is divided into six sections. The first section gives explanation to underlying concepts regarding this topic. The second section discusses a few various perspectives of servant of such a way of leadership. In the third section it is told about life experience and acquired knowledge of people practicing this leadership style. In the fourth part is it said about the people who consider themselves as "typical" or "traditional" adherents of a such leadership

style. The fifth section provides personal experiences of individuals who have brought this leadership style into life in order to make a business function more effectively. And in the final sixth section we can read about how this leadership style may have a significant influence on an organizational performance and personal happiness.

Even though there have taken place numerous instances of leaders throughout the history and time, Robert Greenleaf was the one who gave a definition to a «servant leadership» in 1970 (Greenleaf, 1970). However, while Robert Greenleaf gave a definition, this definition does not correspond to contemporary realities and a modern definition of “servant leadership”. There are several allusions to Jesus, who has been a prototype of a leader of a servant leadership style.

To follow the principles of «leadership and service» is to do everything possible to improve the lives of others. Many successful organizations have used «leadership service» principles in their work. The management of these companies recognizes the importance of the contribution of employees and their achievements. The book combines elements of autobiography and a management manual. The author was able to prove that «servant leadership» was the only way to maximize the potential of the organizations. It explains why managers who seek to improve financial performance need to set aside their personal ambitions and focus on staff development and talent.

This book contains unique observations, advice and recommendations that are the result of his rich life experience. The philosophy of management is corrupted by credibility. The methods of work and ideas of Ken Blanchard and Robin Broadwell are recommended to anyone who leads or intends to act like that in the future.

The authors seek to analyze key provisions of leadership-service theories that are traditionally mentioned in leadership studies in this regard.

OTHER RESEARCHERS' OPINIONS REGARDING THIS TOPIC

Reinke has characterized a servant leader as «an individual which is dedicated to the progress and development of any person and the company, and who tries to establish a society inside these companies.» (Reinke, 2004). Even if people do not know or understand the term, the greatest majority of them attempts to exemplify a few features of this leadership style. More recent studies have revealed a significant obstacle to purposefully implementing this leadership style as a lack of understanding (Andrew Honeycutt, Amy R. Savage-Austin, 2011). Leaders may demonstrate a servant leadership, while their followers or workers can also learn how to be servant leaders. (David E. Melchar, Susan M. Bosco, 2010). Furthermore, when implemented in voluntary groups, servant leadership has a beneficial impact on individual's happiness, devotion, even on a desire to leave a company. (Schneider, George, 2011).

BENEFITS OF THE BOOK'S PHILOSOPHY

A servant leadership style is a hard, revolutionary perspective;

A servant leadership is often compared to transformational leadership approaches that also emphasize collaboration. the servant leader's main focus is to assist his or her people. A transformational leader is more concerned with engaging followers and supporting organizational tasks. A way of any leader to manage and transfer a main emphasis of a governance from any company or institution to its workers distinguishes leaders as being democratic, servant, authoritarian, transformational or any other type.

Limiting concepts disadvantages of a book's philosophy

It is not an easy-to-use approach; it is not easy outside of the organization;

May be perceived by some as a gentle approach overemphasis sympathy may lead to indecision or lack of vision.

WHY SHOULD THIS BOOK BE CHOSEN FOR READING?

Nowadays we live in the servant communities. We seek to gain a full understanding of what is it to be a servant leader. Ken Blanchard and Robin Broadwell were likely researchers in the field of servant leadership. Their approaches endure, resonating in recent book projects. This paper has got a great influence on us while reading this book; and also, what we considered a leadership as a kind of service to be, when we first began to study a course on leadership a few months ago.

“Servant Leadership in Action” are the series of stories full of fun and a lot of life experiences which have made us really curious about the topic of this leadership style no matter what book part we were reading or how long these book’s parts were. The authors have made a nice try by structuring the paper and the writings inside it, separating the writings, beginning with a description of the fundamental aspects of this leadership style, demonstrating in what manner a servant leadership style can dramatically impact the performance, outcomes and personal fulfillment in the companies. The writings are entertaining and informative enough that you may leave out and read what really interests you. If you are fond of learning about this leadership style and once you are fine with anecdotes connected with religions, we suppose that its future readers will like it.

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