

LEADER VISIBILITY: A CASE STUDY APPROACH**Document Information:**

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Abstract: This case study examines the impact of leader visibility on servant leadership and leadership in general. Interviews with leaders and followers indicate that leader visibility is necessary to influence constituents. However, at the New Jersey site of the ABC Chemical Company where I conducted the study, leaders shunned visibility, which lead to less communication than required for high performance organizations. Leaders that are not visible are less able to share the vision of the organization with employees. Therefore, it is difficult for these leaders to influence the climate of the organization and hence organizational change. This case study provides leaders and potential leaders with behavioral information from a Christian point of view that could improve their approach to leadership.

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