Employee professional development has been found to be vital to many organizational and individual outcomes. This paper will look at servant leadership as the vehicle for this development. We will take a closer look at servant leadership, which in this case is believed to be an antecedent that positively influences employee perceived career development, and in turn effects employees' performance and retention. Furthermore, motivating language is proposed as a moderator between servant leadership and employee perceived career development. This paper focuses on the role that leadership plays on development, as well as the impact of communication on employee performance and retention.

KEYWORDS: Servant leadership, Employee development, Employee perceived career development, Motivating language