

NOAC 2024

CU Boulder



Leading and Following

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Meet Your Trainer

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Learning Objectives

1. The role of leaders and their impacts on their organizations
2. The role of followers and how they impact their leaders and become leaders
3. The role of leaders and followers to achieve team success



Introduction

Who do we consider to be Leaders?



Introduction

Is it more important to be a leader or a follower?



Introduction

Is it more important to be a leader or a follower?

Both are equally important, require responsibility, and interact with each other. This course will discuss and define Leaders, Followers and their impact on the team and how the roles, or lack thereof make a team successful.



Leadership

What is a leader?



Leadership

What is a leader?

Oxford Dictionary: A leader is a person who leads or commands a group, an organization or country.

Dictionary.com: a leader is a person or thing that leads





Leadership Styles

Participation
Servant
Transformational
Authoritarian
Transactional
Charismatic



Leadership Styles

Participation Leadership:

Relies on abilities,
knowledge and feedback of
the entire team

“I shall participate, I shall
contribute and in so doing, I
will be gainer.”

-Walter Amenberg



Leadership Style

Servant Leadership:

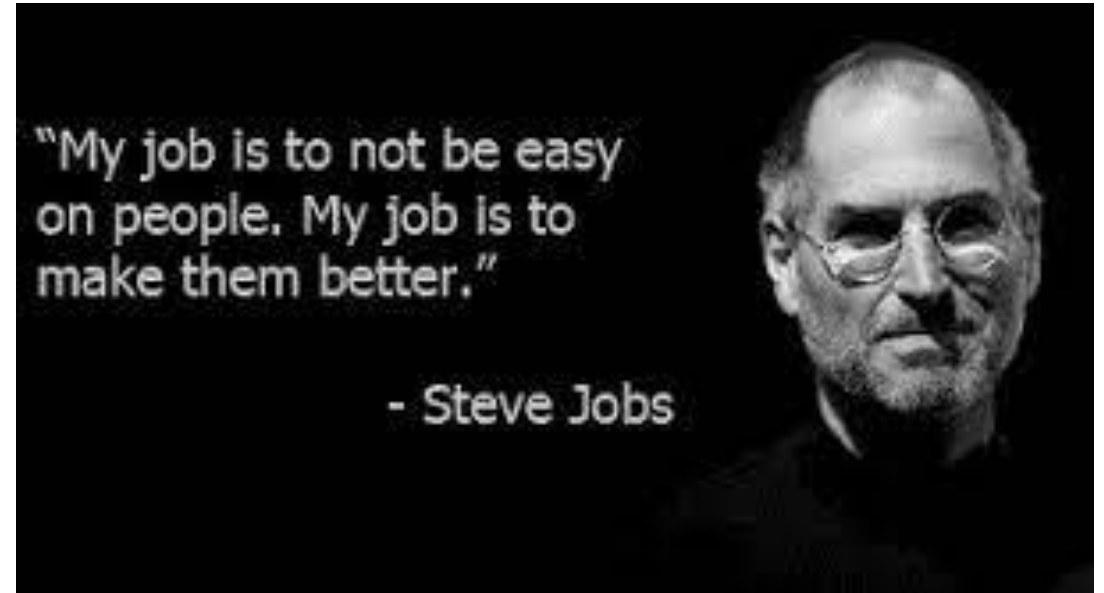
Care more about the success of the followers than the success of their own



Leadership Styles

Transformational Leadership:

Inspires followers to achieved shared vision of the organizational future. Best applied on organizations that need to be changed.



Leadership Styles

Authoritarian Leadership:

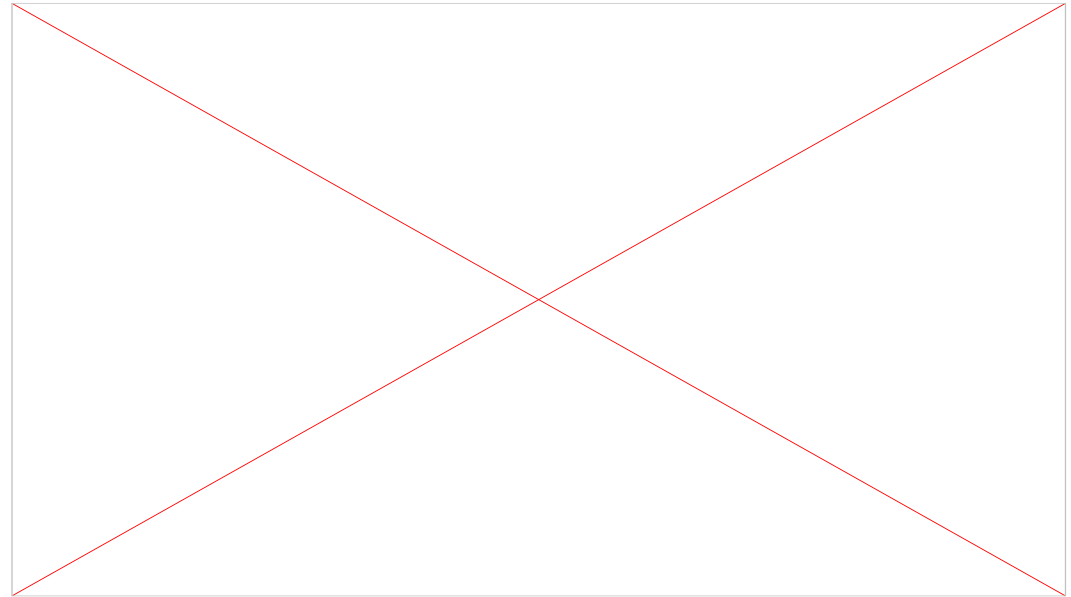
Absolute power over subordinates. Tell followers with clear expectations of what needs to be accomplished when and how it should be done.



Leadership Styles

Transactional Leadership:

People are hired to do their jobs. Followers are expected to obey and follow exact orders. Rewards for good work, punishes for mistakes, does not encourage followers to be creative.



Leadership Styles

Charismatic Leadership:
Immense enthusiasm the leader injects into the team, embraces more communication. Leader believes more in his vision and abilities and concerned about image.

“The power of charisma is not in attracting others to you, but in empowering them to believe in themselves.”

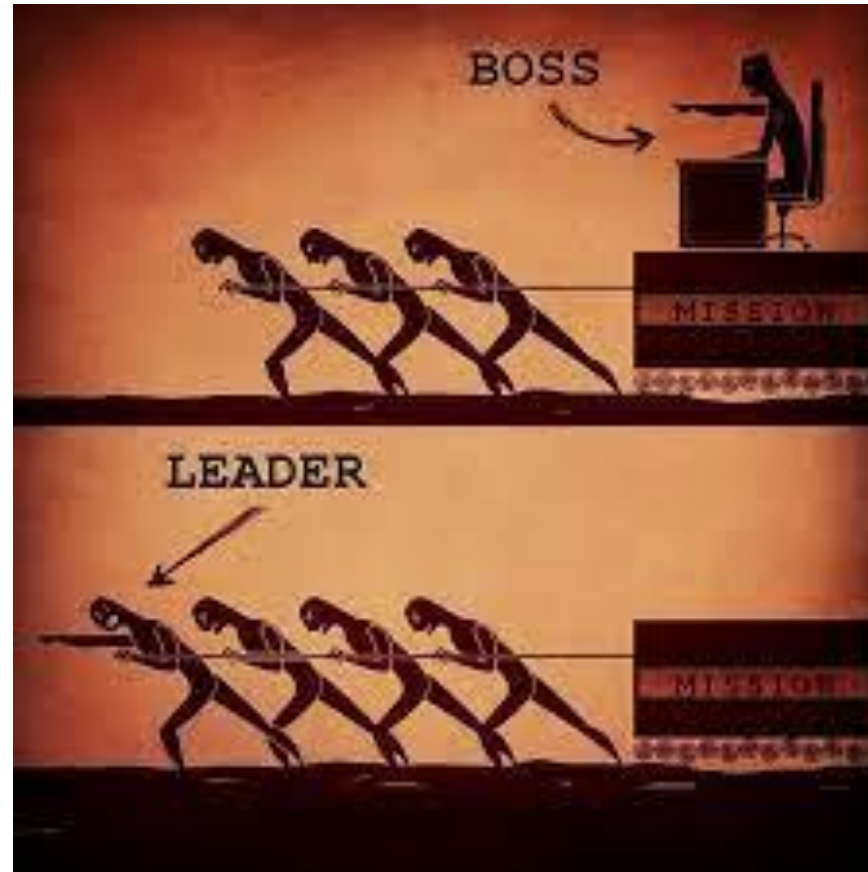
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“The most dangerous people are always clever, compelling, and charismatic.”

-Malcolm McDowell



Traits of a Good Leader



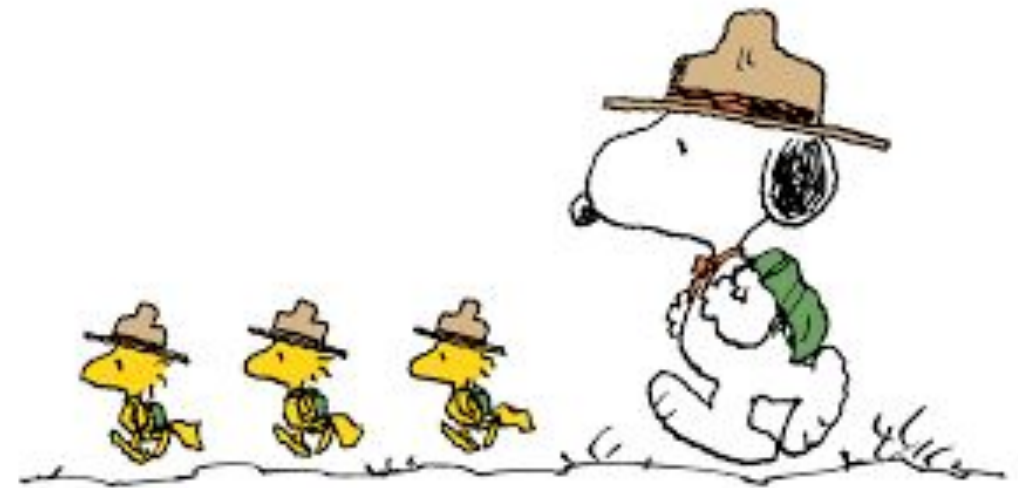
Traits of a Good Leader

- Good leaders **understand** their role as a leader, **recognize** where they can step in to **support** the team, **make tasks easier** and move whole teams closer to objectives.
- Good leaders **listen**, process information and respond accordingly, use multiple sources of **feedback** to keep projects moving forward.
- **Humility** allows leaders to step back and shine light on others, give credit when due. Negative feedback is conducted in private.



Followership

What is a follower?



Followership

What is a follower?

Oxford defines: a follower is a devotee of a particular person, cause or activity.

Dictionary.com: A person or thing that follows.



Followership

Followership dominates our lives and organization, but not our thinking, because our preoccupation with leadership keeps us from considering the nature and importance of the follower.

-Robert Kelly, 1988, Harvard Business Review, Leadership in the praise of followers.



Qualities of a Good Follower

Manage themselves well. Self-management is key to an effective follower as is the ability to think for oneself. They are also most likely to disagree with leadership and less likely to be intimidated by hierarchy.



Qualities of a Good Follower

Committed to the organization and its purpose, principle or person outside themselves. Effective followers are committed to something, a cause, a project, an organization or idea.



Qualities of a Good Follower

They build their competence and focus their efforts for the maximum impact. They display competence and master skills useful to the organization. They search for overlooked problems.



Qualities of a Good Follower

They are courageous, honest and credible. Courageous followers can keep a leader honest and out of trouble.



Followership

A follower cannot exhibit the qualities of leadership. It violates our stereotype. By definition followership is not a person but a role.

What distinguishes followers from leaders is not intelligence or character but the role they play.



Followership

4 reasons what following is more important than leadership:

1. Without followers there is no leadership
2. Followers do most of the heavy lifting
3. Leaders have to be good followers
4. Followers are the next generation of leaders.



Teams

What is a team?



Teams

What is a team?

A team is a group of people who perform independent tasks to work toward accomplishing a common mission.

A group with **leaders** and **followers**.



Teams

Can a team fail if it lacks a good leader?

Can a team fail if it lacks good followers?

How do teams succeed?

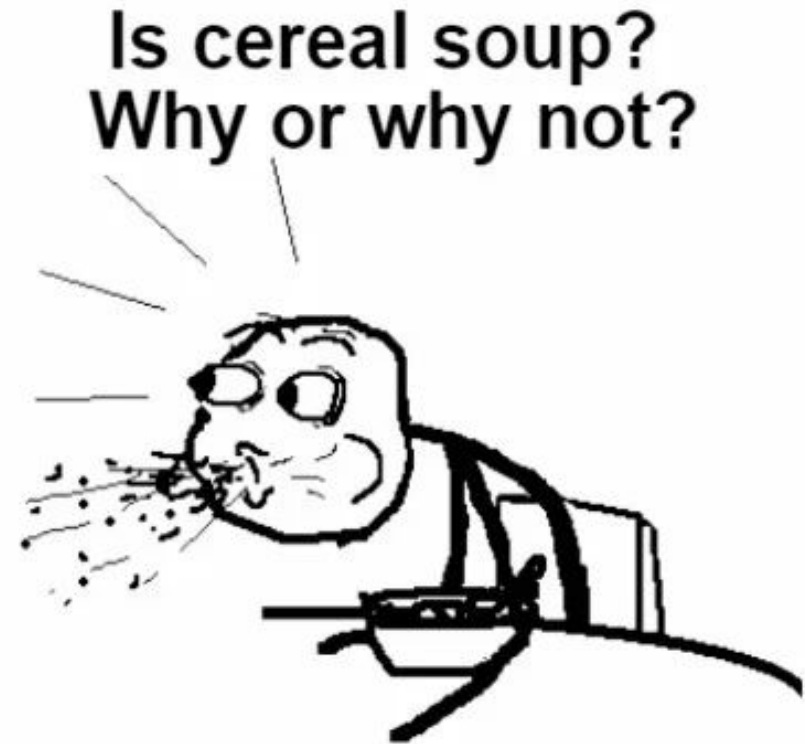


Conclusion

What is more important to the success of a team, to be a good leader or follower?



Questions



Takeaway Challenge

How have you acted as a follower to build your leadership and what can you do to encourage your followers to achieve their leadership potential to seek new heights?

