



2024 National Order of the Arrow Conference

Session: Leading vs. Following

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Session Length: 45 minutes

Session Description

The world needs both leaders and followers. The course will examine how the two are different and how they are similar, and how the roles can change within a team.

Learning Outcomes

[What should participants take away from your training? Your ACVC may have provided a brief starting point, feel free to build upon those as necessary or add additional outcomes]

Outcome 1: What is a Leader?

Outcome 2: What is a follower?

Outcome 3: Are you a leader or follower or both.

Theme Connection: Seek New Heights

[The theme of the 2024 NOAC is Seek New Heights, emphasizing the drive for excellence that characterizes the OA and our daily lives. How will your session incorporate this theme?]

True leadership is about striving to be better and inspiring those around you. Just being a leader is not always enough to gain and grow your leadership. The best leaders at some point were a follower that sought new heights and used their moment as a follower to hone their leadership skills.

Facility and Material Needs

[Please put all material and facility needs in this section. We recommend completing this portion last after the rest of the lesson plan is completed. **The more specific you are with your material and facility requests, the better we can accommodate!**]

Facility Needs

Is this session remote delegate-compatible? (ie. can the material be engagingly taught via live stream) Yes. This class will not have a group activity.

Does this session need audio/video (AV) capabilities? (ie. projector) Yes. This class may use audio/video clips.

Are there any other specific facility needs for this session? (ie. movable chairs, panel-style seating, etc.) [Please specify here.]

Material Needs

[Please put “NOAC Training Committee” under “Source” if you need a material and cannot source it yourself - we will try to source it for you. Please note that we would strongly prefer training materials to be in a digital format and would advise against flipcharts and other physical materials. If you need microphones, extension cords, etc., please also specify those needs here.]

Material	Quantity	Source

Session Preparation Steps

[Please list all steps you or another trainer would need to take to be prepared to teach this session. For example, if the trainer needs to add personal experiences, print handouts, or prepare items for a game, those should be listed here. **The goal is for someone to be able to read this syllabus and understand how to teach your session in the future!**]

Step 1: Read Harvard Business Review article: In Praise of Followers, Robert Kelly, November 1988.

Step 2: Gather video clips to support examples of leadership styles.

Step 3: Create a ton of questions to ask to engage the group.

Additional Staff Members

[If you are having additional trainers assist you with your session, please fill out their contact information below. Please note that due to the conference sell-out, we are limited in our ability to register additional staff members on the training committee. We recommend that your additional trainers come from contingents or other staff members that can break from their duties to facilitate the session.]

Trainer Name	Email	Phone #
Not Required.		

Lesson Plan

[The main body of your presentation should be here. Remember to adjust the timing for each session as you add/edit topics. **Remember, be as specific as possible - the goal is for someone to be able to read this syllabus and understand how to facilitate your session in the future!**]

Helpful Templates:

Activity

Copy and paste this box wherever you have an activity in this session!

Materials Needed: [materials]

Length of Activity: # [min]

Activity Description: [description]

Trainer Action

If at any point the trainer needs to complete an action (play a video clip, prompt questions, etc.) copy paste this box and edit this text to specify what!

Introduction

3 minutes

Slides [###]-[###]

- Brief introduction of presenter background.
- TLO's
- Ask participants to name famous leader and followers

Topic I: Leadership

10 minutes

Slides [###]-[###]

- Leadership Definition: According to the Oxford dictionary a leader is a person who leads or commands a group, an organization, or country. Dictionary.com adds a leader is a person or thing that leads.
- Leadership styles (Note will probably add short clips of examples of these styles)
 - Participation Leadership:** relies on abilities, knowledge and feedback of the entire team.
 - Servant leadership:** care more about the success of the followers than the

success of their own.

Transformational leadership: inspires followers to achieved shared vision of the organizational future. Best applied on organizations that need to be changed.

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

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.

Charismatic leadership: immense enthusiasm the leader injects into the team embraces more commination. Leader believes more in his vision and abilities. These leaders are very concerned about image. Can be good for urgent organizational turnaround because these leaders are excellent at motivation followers,

- 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.

The leader should have a good overview of project and be the first to step in and help when something changes.

Humility allows leaders to step back and shine light on others, give credit when due. Negative feedback is conducted in private.

Topic 2: Followers

15 minutes

Slides [###]-[###]

- Followership dominates our lives and organizations, 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 praise of followers.

- Definition: The oxford dictionary defines a follower as an adherent or devotee of a particular person, cause or activity. Dictionary.com adds a person or thing that follows.

- Qualities of good followers:

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

Committed to the organization and its purpose, principle or person outside of themselves. Effective followers are committed to something, a cause, a project, an organization or an idea. However, if commitment to goals not consistent with the team it can lead to a destructive result.

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.

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

A follower cannot exhibit the qualities of leadership. It violates our stereotype.

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

- Five reasons why following is more important than leading.
 1. Without followers there is no leadership.
 2. Followers do most of the heavy lifting
 3. Leaders have to be good followers
 4. Followers have unlimited potential
 5. Followers are the next generation of leaders
- Why
- Good followers understand their role. They know where they fit in and how to benefit the team.
- Good followers listen. No team can meet its objectives if followers aren't listening.
- Good followers serve others. They step up to serve other team members.
- Good followers are humble. They make their leader look good.
- They are loyal. They do not criticize their leader or project in public. They can disagree, debate and put forth other suggestions in private but the world will see a united front.
- Good followers grow into good leaders. Most leaders grow into their role over time. Being a member of a successful team is excellent training for future leaders.
- 10 signs you are a follower and not a leader
- You have to control your emotions
- You like the middle of the road (less committed to ideals)
- You are set and rigid in your thinking
- You are averse to risk
- You're not high in self confidence
- You're not particularly results oriented

- Favor scattershot approach over focus
- You are not communicative
- You Do not look too far ahead
- You are more about the nuts and bolts than the inspiration.
- What is the difference between managers, Leaders and followers? Managers and leaders are both people who are in positions of power with followers. Leaders become leaders based on their personal qualities and can lose their position if they fail to motivate and inspire followers.

Topic 3: Teams

5 minutes

Slides [##]-[##]

- What is a team?
- A Team is a group of people who perform independent tasks to work toward accomplishing a common mission.
- Can a team fail if it lacks a good leader? Teams can fail if it lacks great followers but has a decent leader. A team with excellent followers but subpar leaders can still succeed. Also, groups with many leaders can be chaos but with no leader can still succeed.
- Teams succeed because followers and effective leaders are often the same people playing different parts at different parts of the day.

Additional Topics as Needed

N/A

Slides [##]-[##]

- Sub-topics, key points, activities, and trainer actions for this section

Conclusion & Takeaway Challenge

5 minutes

Slides [##]-[##]

What is more important, to be a good leader or follower? Both are equally important, require responsibility and interaction with each other. The leader must help his followers grow, whereas followers must contribute to the success of the leader.

Great leaders build their followers. Great followers build their leaders. In the OA Advisers are leaders that transition to followers often but they are looking for the next generation of followers that are going to become our leaders.

Some quotes to think about:

“He who cannot be a good follower, cannot be a good leader.” Aristotle

“Leaders do not create followers they create more leaders” Tom Peters

“The only way to have followers is to be worth following.” -unknown

“By treating people like leaders, you build more leaders” David Marquet

“True Leadership strengthens the followers it is a process of teaching, setting an example, and empowering others. If you seek to lead, your ability will ultimately be measured in your success of those around you.” David Niven

“The lioness in winter still packs a mighty roar.” Maya Angelo

Self-reflection question:

Please take out your notebook and pen. For the final three minutes, think about your current and future roles in the OA, in Scouting, and in life. Write down three key takeaways from this session that will enable you to Seek New Heights in those current and/or future roles. For example, [something relevant to your session]. Later today, feel free to share these key ideas with others in your chapter or lodge.

Appendix: Resources and Source Material

[Please add all referenced sources or handouts that would be useful to share with session attendees.]

Resource	Link
Order of the Arrow, Mission & Purpose	Available online at: https://oa-bsa.org/about/mission-purpose
In Praise of Followers	https://hbr.org/1988/11/in-praise-of-followers