





Great Leaders +
Great Followers,
Makes the Team
Work!


Ron Moser, CPP
September 17, 2020

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Followers get things done

 Leaders contribute on the average no more than 20% to the success of organizations. Those who follow the leader are critical to the completion of the remaining 80%.

 Most people working in organizations, irrespective of their title, spend more time following than leading.

 Most people move across and back between leading and following on a continuous basis throughout their working day. Following represents 70 to 90 percent of their lives. Most people follow more than they lead.

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No leadership
without
followership



“Before you can lead, you have to learn how to follow”

“A follower is one who pursues a course of action in common with a leader to achieve an organizational goal.”

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Followership survey
What do you think?

- Should People accept the decisions of the leader without challenge?
- Are People more effective if they simply do what they are told?
- Should Leaders have all the power in teams?
- Should Team members hold themselves accountable for their own actions?

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Traits of Followership

Accountable	Decision Makers	Value Driven	Speak Their Minds
Consider All Issues on Their Own Merits	Recognize Authority	Integral to Team Success	Committed
Empowered			

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Principles of ideal Followership

- Demonstrating RESPECT
- Thinking Win/Win
- Working within the System
- Being proactive
- Appreciating differences
- Striving toward a common goal shared with leaders
- Tailoring actions to accord with leaders' ideals
- Making Value Based Decisions

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Principles of ideal Followership *Continued*

Enthusiastically working towards organizational goals while nevertheless remaining accountable for results


Gaining the trust of leaders


Fostering independence to allow followers to achieve goals without complete reliance on leaders


Requiring only high-level guidance

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Principles of ideal Followership *Continued*

 Demonstrating effectiveness when working in a group independently

 Recognizing the hierarchy of leadership while becoming a self-motivated mini-leader

 Proactively working to fulfill or exceed expectations

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Promoting effective Followership

 MANAGEMENT STYLE

 TRAIN

 COACHING

 COMMUNICATE

 PERFORMANCE EXPECTATIONS

 REWARD




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Culture of Followership

- Achieving Goals
- Equal Partnerships
- Loyalty
- Consensus Decision-Making
- Shared Execution
- Open Communications

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Benefits to leaders

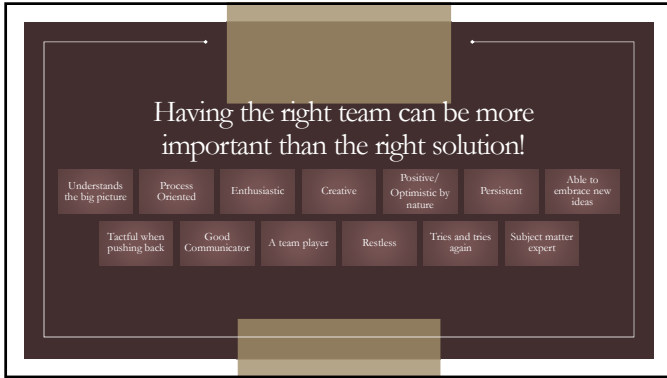
-  Contributions of both the follower and the leader are seen as integral to team success.
-  Realize the full potential of roles.
-  Emphasis on the importance of both leaders and followers to the achievement of shared objectives.

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Benefits to leaders *continued*

- Engaged followers participate in all aspects of the organization
 - Contribute new ideas and possibilities
 - Listens to new ideas and possibilities
 - Genuinely committed to develop solutions and eliminate obstacles
 - Accountable and responsible
 - Create positive environments
- Excellent development for leadership

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Management Theories and Skills

The Role of the Manager

Plan	Organize	Staff
Direct	Control	Report
Coach	Counsel	Give feedback
Instruct	Train	Set standards
Delegate	Evaluate	Other

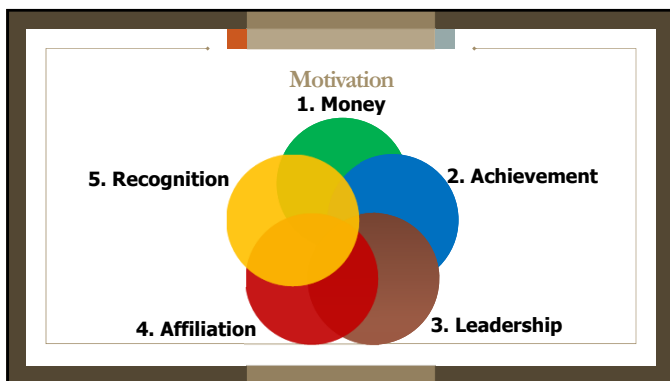
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Role of the Manager



Three P's
Process
People
Proficiency

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Employees as Individuals



Coaching

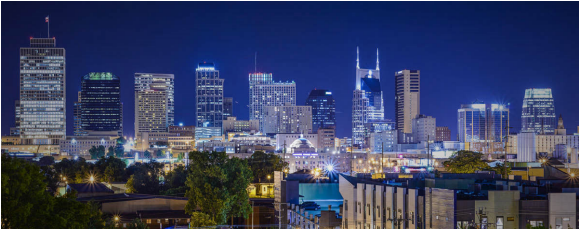
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Thank You!
The Greater Nashville Chapter of the American Payroll Association



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