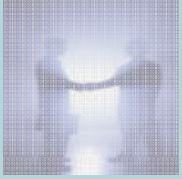


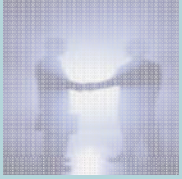
Dynamic Followership

Fine Tuning for
Workforce Engagement (5.1)



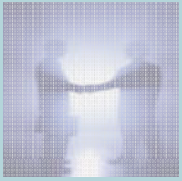
Objectives

- Identify the style of “Follower” that you naturally are in the workplace
- Analyze the followership traits that align to your natural “Follower” Zones with work expectations and organizational values



Baldrige Linkage

- 5.0 – Workforce Development
 - 5.1 – Workforce Engagement
- Question, “What systems create engagement?”
 - Answer: NONE
 - Systems can support and enhance
 - Only **RELATIONSHIPS** can create engagement

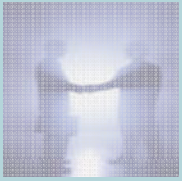


Typical View of Followers

- Group Activity:

Discuss the question, “What is a follower?”

- List at least five negative terms of Followers
- List at least five positive statements per team



What is Followership?

What it is NOT:

Passive compliance

Unmotivated

Part of leadership

Easily controlled

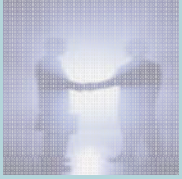
What it is:

Proactive compliance

Motivated

Foundation of leadership

Easily aligned



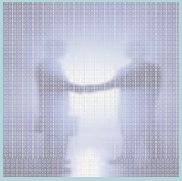
Followership Principles

- Proactive Compliance
 - Commitment to excellence
 - Courage to stand up to your leaders
 - Courage to stand up for your leaders



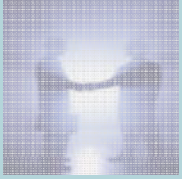
Followership Principles

- **Motivated**
 - Everyone is motivated by something
 - We all have hot buttons
 - The Four World Views:
 - Competence
 - Appearances
 - Achievement
 - Relationship



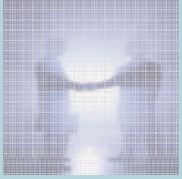
Followership Principles

- **Foundation of Leadership**
 - Foundation metaphor
 - Pure followers can exist
 - Pure leaders can **NOT** exist
 - Followers have all the power



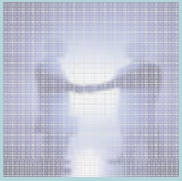
Power

- Followers have all the power
 - Leaders never had it
- The more managers try to take it, the less they get
 - Followers acquiesce more power through trust than coercion
- Leaders can exercise power only on loan
 - Success is part of the relationship



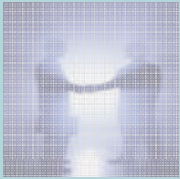
Followership Principles

- **Easily Aligned**
 - We all want to succeed at something
 - Mutual influence of the four behaviors
 - Avoidance
 - Courageous
 - Contentious
 - Assertiveness



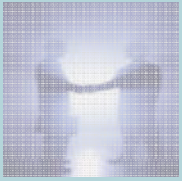
The Followership Assessment

- Measuring Relationship Factors
 - Competitive vs. Passive
 - Courage vs. Avoidance
 - Reactive vs. Proactive



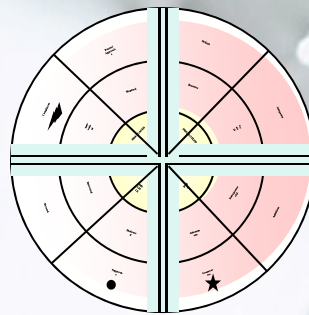
Reactive vs. Proactive

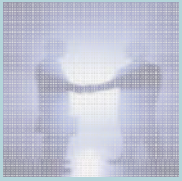
- Stress path
 - Fight or Flight
 - Stress or Eustress
- Predictable patterns
 - We create habits of being reactive or proactive
 - Many times others see our patterns before we see them



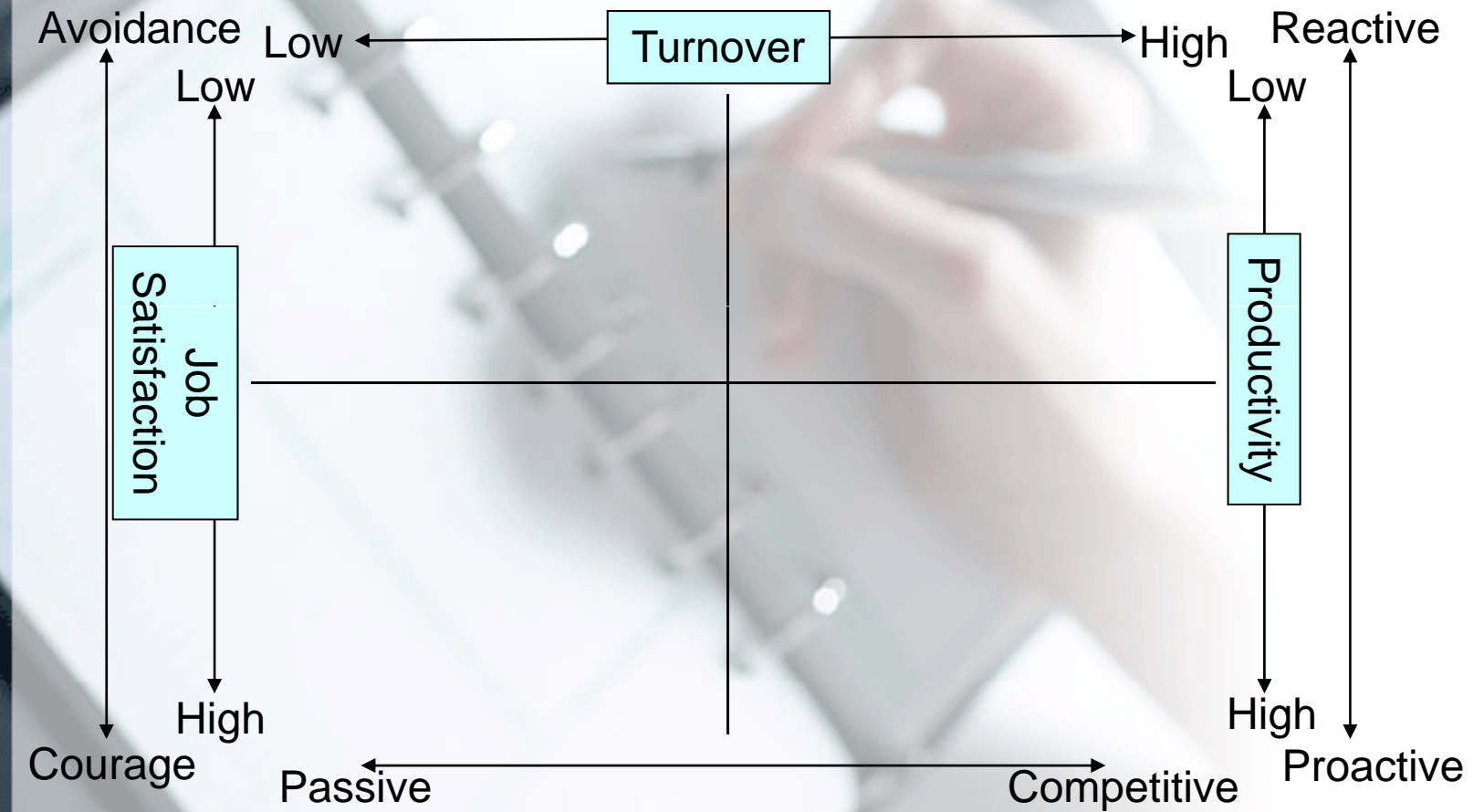
The Self Assessment

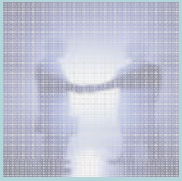
- Take Self-Assessment
- Score Self Assessment
- Place a Star and/or Dot in appropriate place



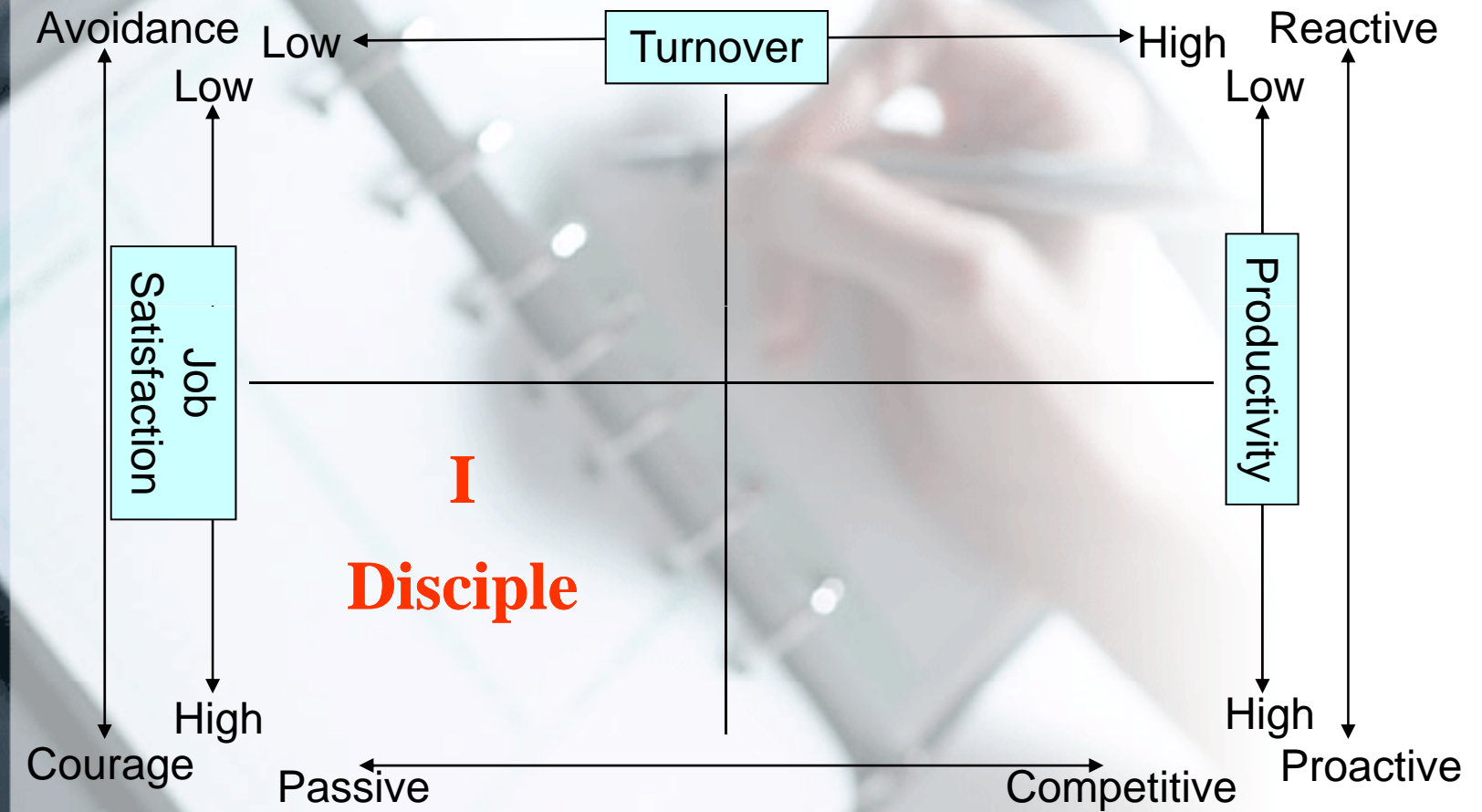


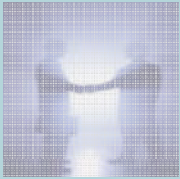
4-D Followership Model



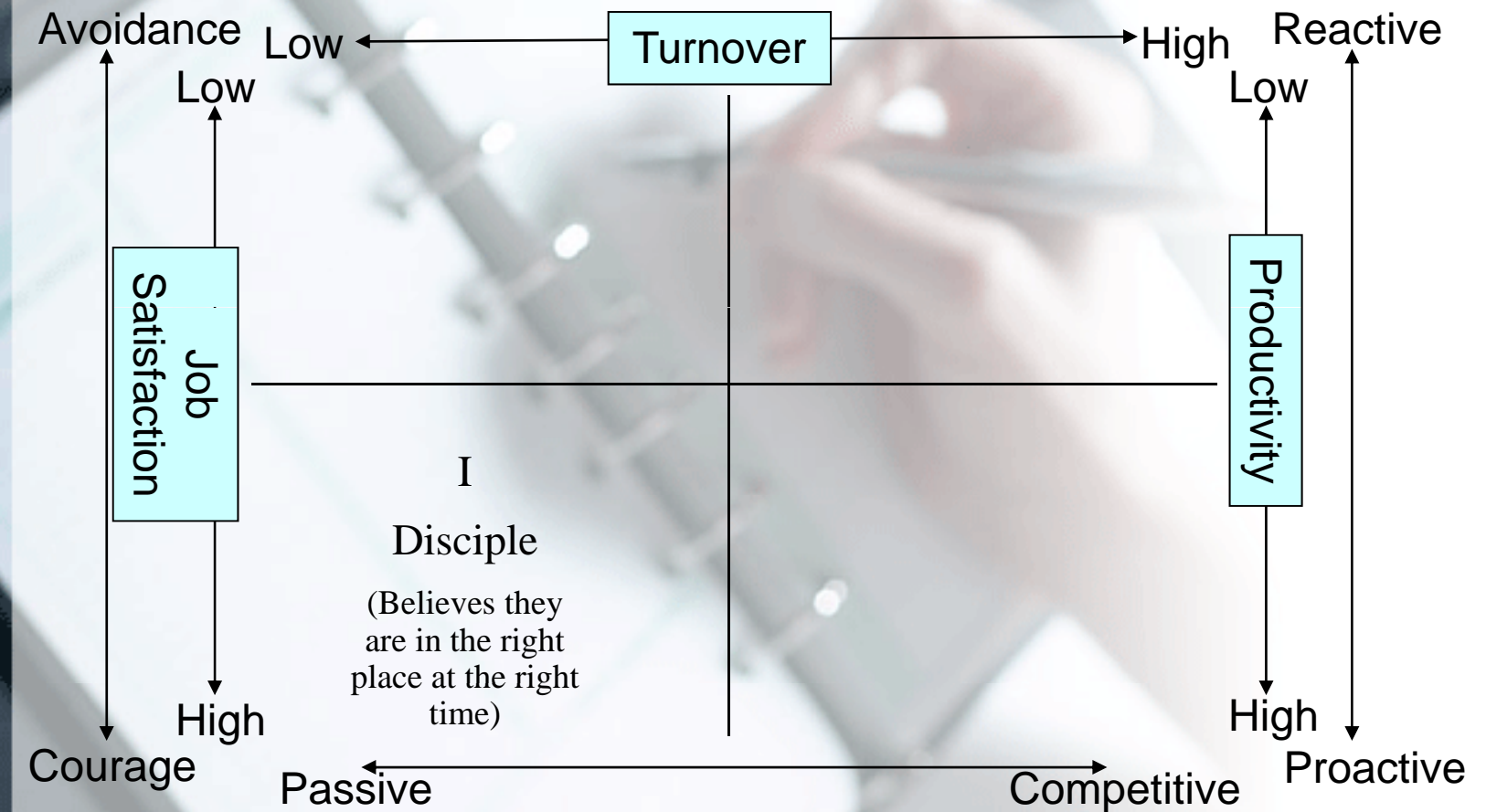


4-D Followership Model

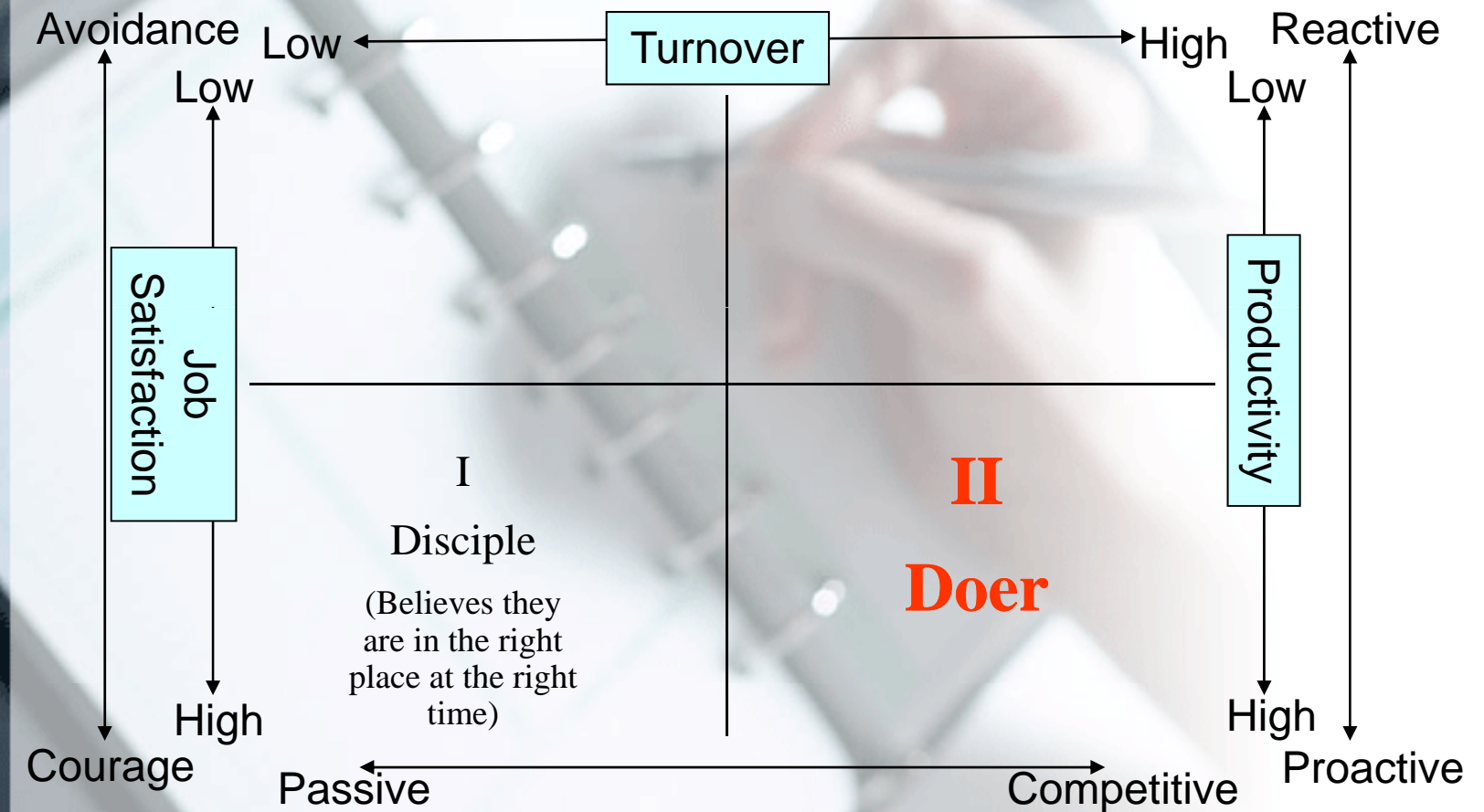


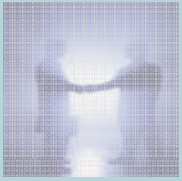


4-D Followership Model

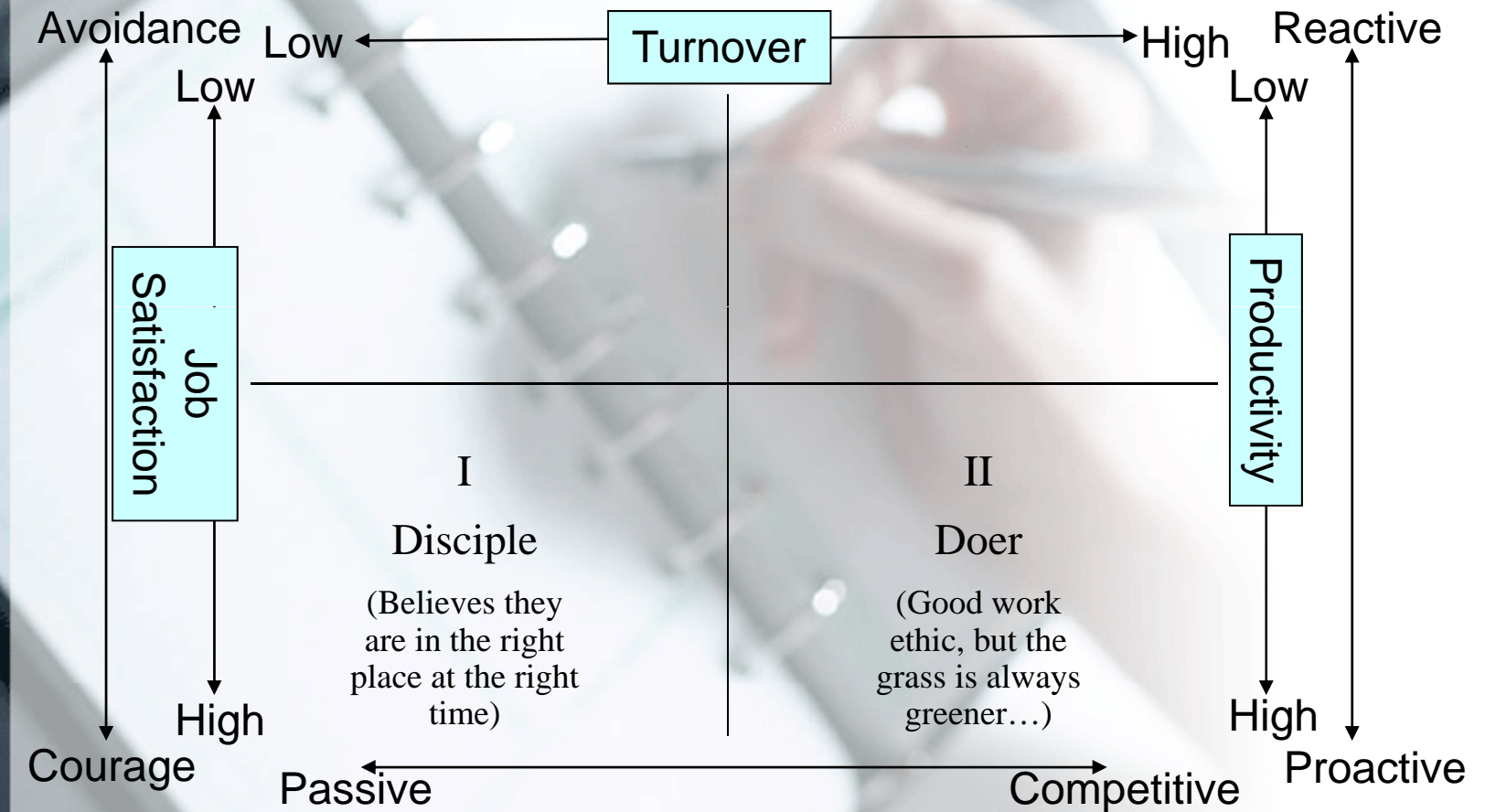


4-D Followership Model

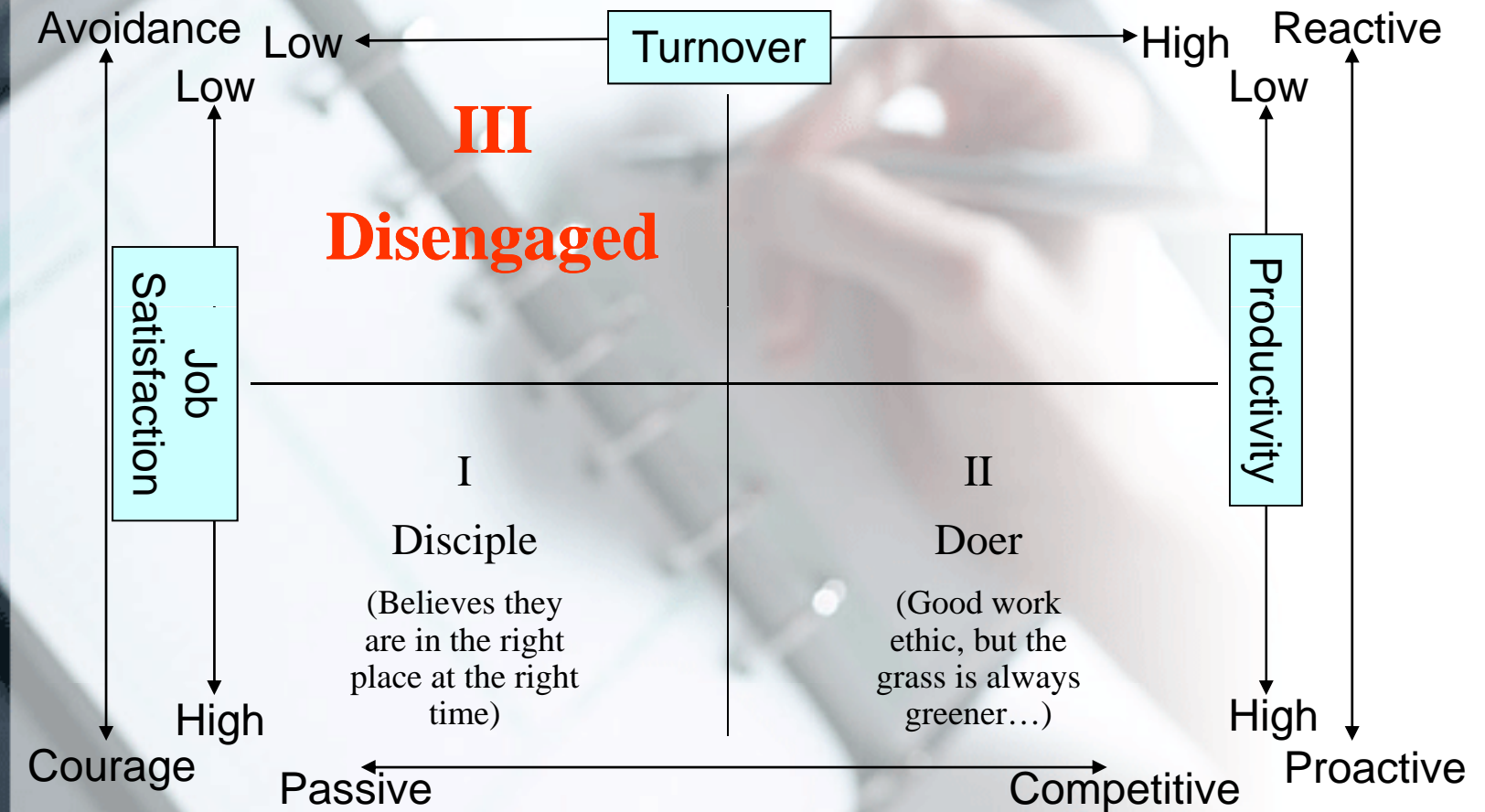




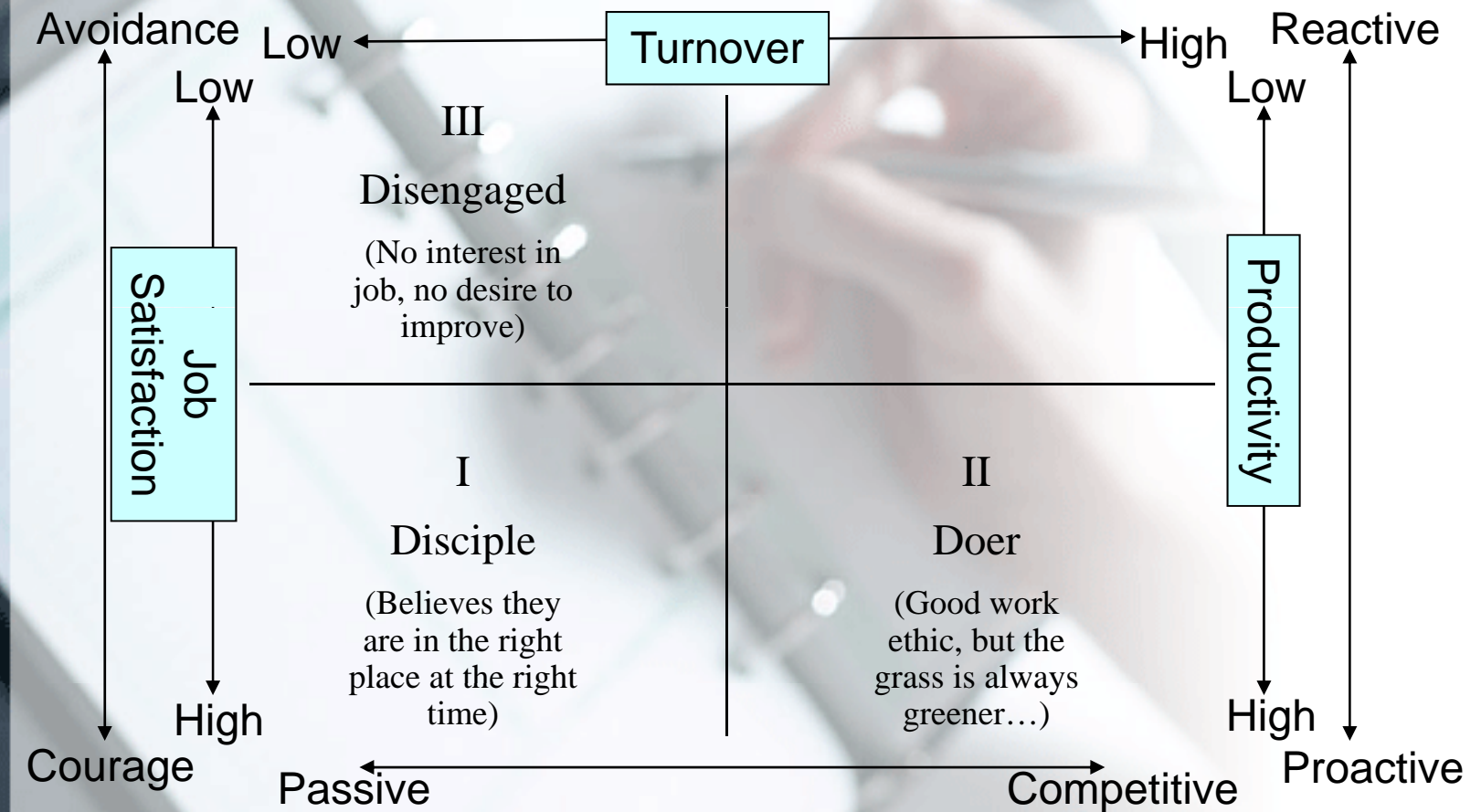
4-D Followership Model



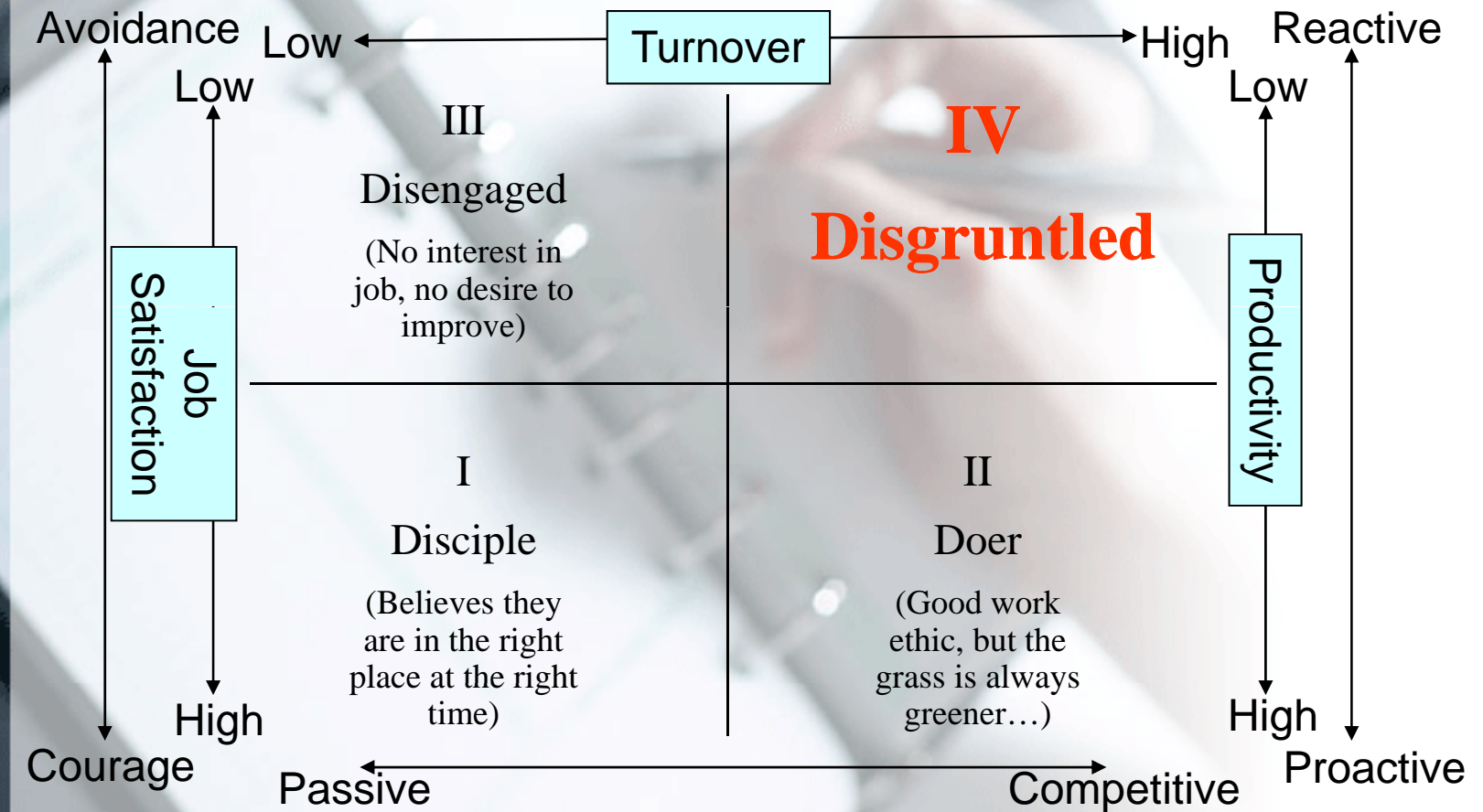
4-D Followership Model



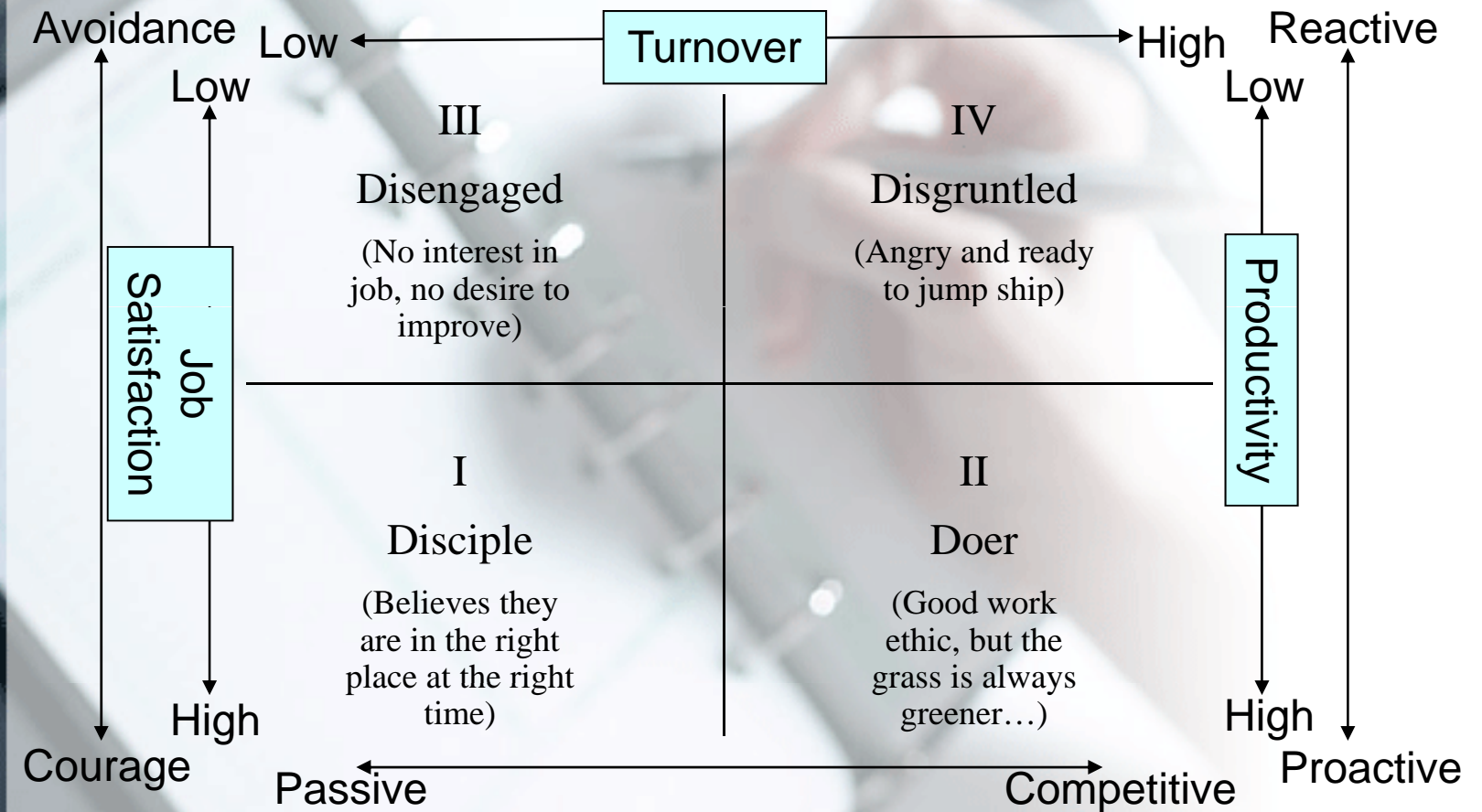
4-D Followership Model

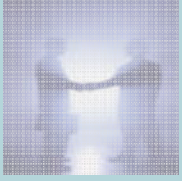


4-D Followership Model



4-D Followership Model





Self-Assessments Review

Your Reports

- Read your assessment descriptors
- Share with a neighbor
- Questions?

