

Good Leaders - Good Followers A Winning Combination

Association of Government Accounts (AGA)

Continuing Professional Education (CPE)

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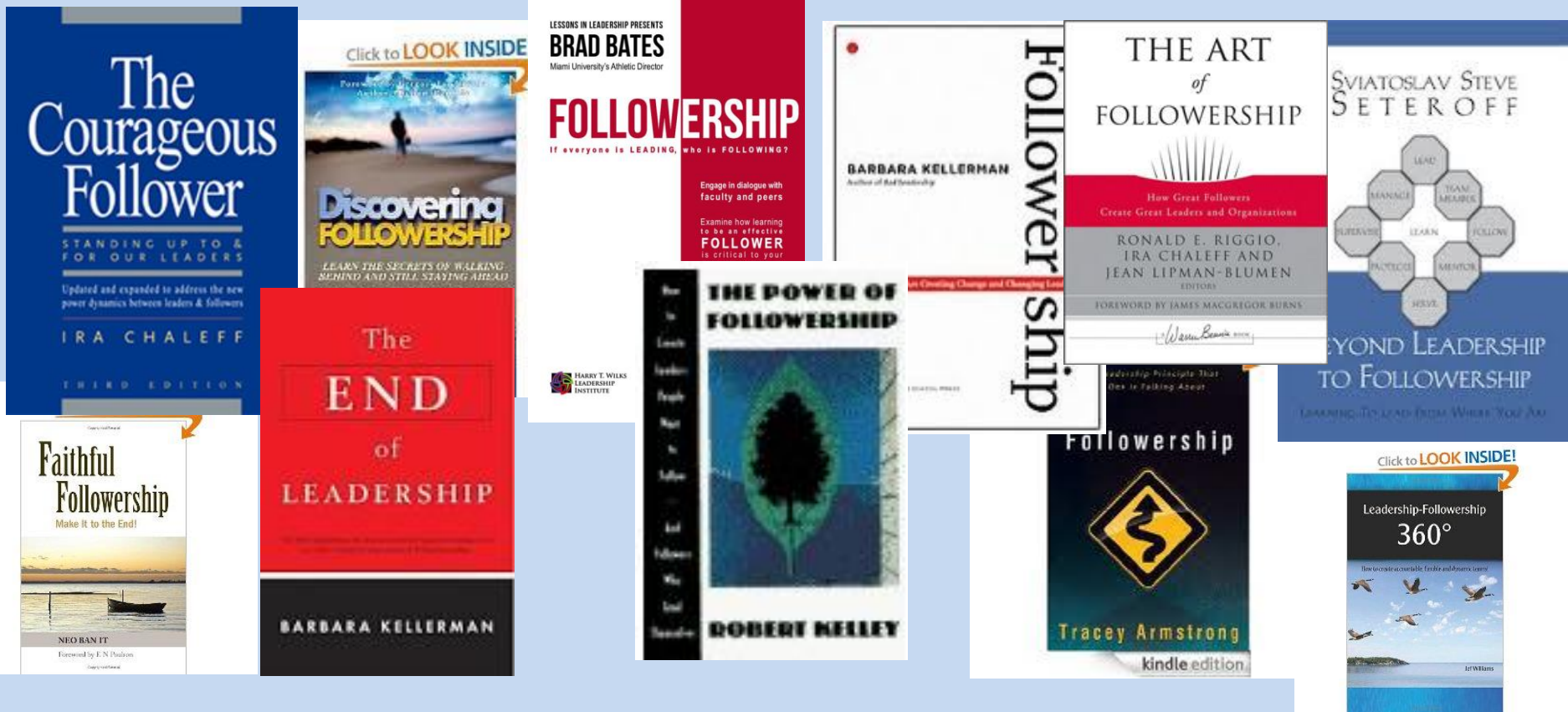


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James "Jim" R. Arnette, Jr.,



What is Followership and why should we discuss it?

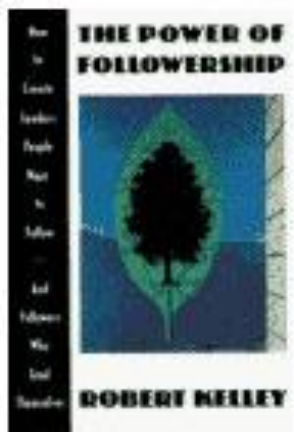
Followership refers to a role held by certain individuals in an organization, team, or group. Specifically, it is the capacity of an individual to actively follow a leader.

NOTABLE *and*
quotable

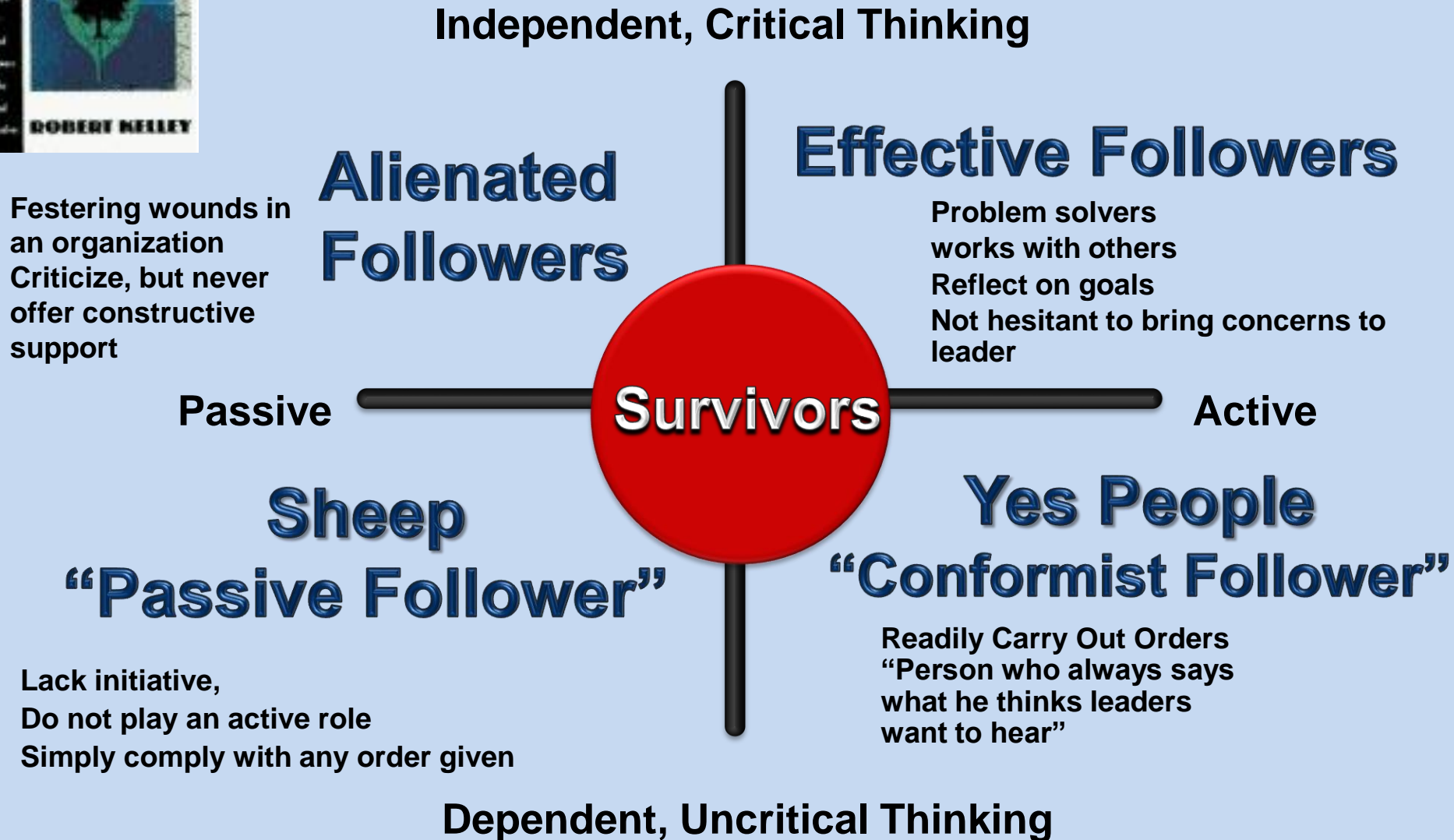


“I think one of the most valuable lessons I've learned in my professional life is to stop selling myself short and not to be the biggest obstacle in my path, because when you sell yourself short, so will everyone else.”

Rosemarie E. White
Development Specialist, Accenture Federal Services;
AGA NOLA Chapter Education Chair



(Kelley's Model of Follower Behavior)



Managing Your Boss

Develop & maintain a relationship that:

- Fits both needs and styles
- Is characterized by mutual expectations
- Keeps your boss informed
- Is based on dependability and honesty
- Selectively uses your boss's time and resources

Make sure you understand your boss' context:

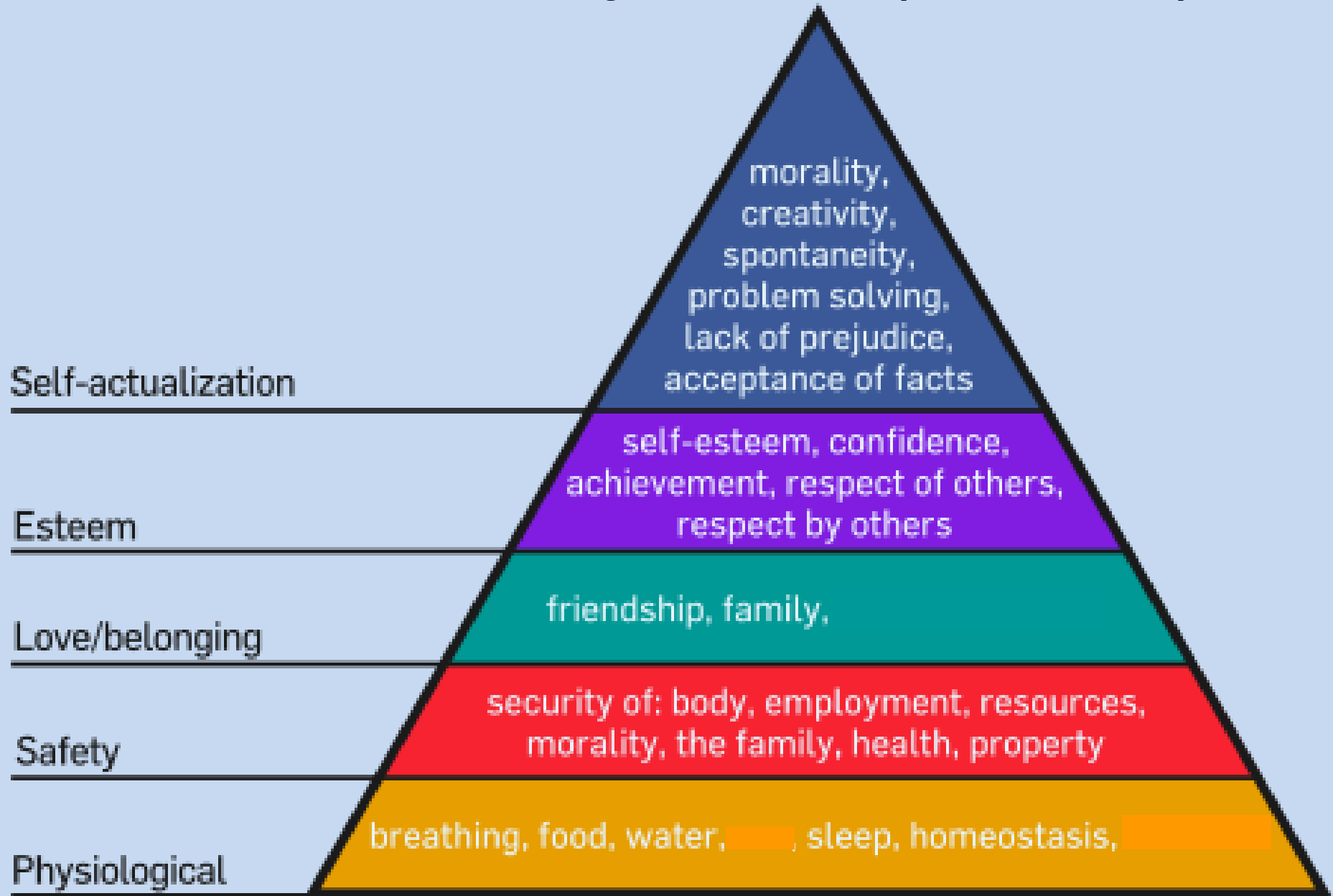
- Goals and Objectives
- Pressures
- Strengths, weaknesses and blind spots
- Preferred work style

Assess yourself and your needs:

- **Strengths and weaknesses**
- **Personal style**
- **Predisposition toward dependence on authority figures**

Mustangs and Rebels What's the Difference?

Maslow's Hierarchy of Needs (Motivation)



Rules of Good Followership

- 1. Judgement: Understand your boss's pressures, strengths and weaknesses.**
- 2. Work Ethic and punctuality.**
- 3. Prove your competent and earn their trust.**
- 4. Honesty and personal courage.**
- 5. Be a creative problem solver.**
- 6. Keep the boss informed of good news and bad news.**
- 7. Keep a positive attitude, even in the midst of undesirable circumstances.**
- 8. Accept Responsibility. When it is your fault, own it.**
- 9. Manage your ego or it will manage you.**

Rules of Good Leadership **That Promote Good Followership**

- 1. Understanding that most employees are loyal to a person, not a position. What kind of person are you?**
- 2. Understand your employees both professionally and personally (where can you help them succeed?)**
- 3. Communicate early and often. Short fuse tasking should not be the norm.**
- 4. What resources can you provide to make their job more effective?**
- 5. Invest in their future (schools, promotions, salary increases).**
- 6. What do you do for your employees to have fun? Casual Fridays, Pot lucks, etc...**
- 7. Take the 3 X 5 card acid test on your strengths and weaknesses.**

Time Permitting – Think & Share

Followers: In light of this, what do you need to do to better support your boss?

Supervisors: What do you need to create a more positive environment and bring out the best in your subordinates?