Followership: The Four Secret Skills of Multi-Generational Success

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Our Time Together…

• Serve
  – Followership is Advanced Leadership

• Build
  – High Performance Teams

• Inspire
  – Succeeding in Moments That Count
How Do You Contribute?
Generations...
One More Question...

“My most important and primary professional duty is to make my boss look great.”

1. Yes
2. No
Yoga, or Dodgeball?
“Luck’s a fool. The door to success is always marked, ‘push’.”

-Handbook of Harvard University, 1908-09
Followership

• Starts as individual contributors

• Everybody has a boss

• Paradoxically simultaneously roles
Followership

“A set of learnable, practicable skills that make me professionally essential to my boss & teammates, and also regularly create opportunities for me to demonstrate my superior leadership skills.”
The Roles of a Follower
Socrates-like Mentor
Chameleon
Great Followership is *Facilitation*
Why is this important ...?

Because business is dodgeball
The Skills of Followership
The Skills of Followership

Be Productive
Be Innovative
Be the Expert
Be Polite
Be Productive
Be Innovative
Keep Your Knife Sharp...
The Skills of Followership

Be Productive
Be Innovative
Be the Expert
Be Polite
Why is this important …?

Because business is dodgeball
Building a High Performance Team is Simple...

... but “Simple” ≠ “Easy”
A High Performance Team…

1. A clear, compelling, common goal
2. A winning culture
3. Open, candid communication
4. High Performance Expectations
5. A “team” orientation
6. Adequate resources and equipment
7. Well-defined roles
8. Clear lines of leadership
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Why is this important ...?

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How Can You Build Followership?

- Serve
- Build
- Inspire
On the strength of one link in the cable, Dependeth the might of the chain

Who knows when thou may be tested? So live that thou bearest the strain.
Succeeding in Moments That Count
THE LENS OF LEADERSHIP

BEING THE LEADER OTHERS WANT TO FOLLOW
“The influence of each human being on others in this life is a kind of immortality”

- John Quincy Adams
To Learn More…

- TheLensOfLeadership.com
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- @CoryBouck
Some examples of what I believe are truly high-performance teams:

__________________________________________________________________________

In my career I am: doing YOGA / playing DODGE BALL (←Circle One)

The Lens of Leadership is an ___________________________ mindset.

A __________________ gap already exists in the workplace today. The ___________ ____________

Exodus will ________________________ the growth of that gap.

Leadership Development is a ___________________________: Serve -- Build -- Inspire
“Followership is a set of ____________________ & ____________________ skills that make me professionally ____________________ to my boss & teammates, and also ____________________ create opportunities for me to demonstrate my ____________________ ____________________ skills.”

The Four Roles: These establish the mindset: “How to serve without feeling ____________________.”

The one-word descriptor for great followership is “__________________________”
The Skills of Followership: What you have to do to lead with followership.

Building High Performance Teams is ________________________, but Not ____________________________.

1. A clear, compelling, common goal
2. A winning culture
3. Open, candid communication
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I will live “Serve – Build – Inspire” by _______________________________________________________.

Leading High Achievement Teams with the Four Secret Skills of Aggressive Followership

www.TheLensOfLeadership.com
What?—So What?—Now What?

What?  Great leadership begins with great followership. Everyone is simultaneously in the roles of both leader and follower, and both of these roles are servant roles.

So What?  You must recognize and differentiate between your obligations as a follower and a leader. You must develop the skills necessary to be successful in these paradoxically simultaneous roles. Knowing how to serve others up, down, and sideways will earn you a reputation as a powerful asset to any team.

Now What?

• I will study ____________________ to learn more about the paradoxically simultaneous role of follower and leader.
• I will reach out to __________________________ in order to seek more insight, guidance, and advice.
• I will ask __________________________ to hold me accountable for ________________________________.
• And I will __________________________ in order to create an experience to develop competencies that I have not yet adequately developed by (date) ____________________

Additional Resources for Your “Now What?” Journey:

Bouck, Cory. The Lens of Leadership: Being the Leader Others WANT to Follow
Chaleff, Ira. The Courageous Follower: Standing Up to and for Our Leaders
Fine, Alan. You Already Know How to Be Great: A Simple Way to Unlock Your Greatest Potential
Gladwell, Malcolm. Outliers: The Story of Success
Hubbard, Elbert. A Message to Garcia
Hurwitz, Marc & Samantha. Leadership is Half the Story
Maister, David H., Charles H. Green, and Robert M. Galford. The Trusted Advisor
McNally, David. Be Your Own Brand
Pink, Daniel. To Sell is Human: The Surprising Truth About Moving Others
Riggio, Ronald E., Ira Chaleff, and Jean Lipman-Blumen, eds. The Art of Followership: How Great Followers Create Great Leaders and Organizations
Tulgan, Bruce. It’s Okay to Manage Your Boss
Whitten, Neal. Neal Whitten’s No-Nonsense Advice for Successful Projects