

Followership Education and
Reimagining Its Place in
Leadership Education

ILA 2021 Panel Discussion
Mon, October 25, 22:45 to 23:45 CEST
(16:45 to 17:45 EDT)

1

Exploring Followership Education: Courses, Programs, and Pedagogies

Key Differences Between Leadership & Followership Education

1. A greater need to focus on language and stereotypes in followership education.
2. A greater need to emphasize the intrinsic and intrinsic value of followership.
3. Followership is consistently presented in relationship to the leader.
4. When compared to requisite leadership knowledge, most learners enter a leadership education space with some implicit knowledge of leadership whereas the same is not true for followership.
5. Beyond the followership taxonomies, there is little empirical data describing the characteristics, behaviors, traits, and skills of successful followers.
6. There is an emphasis on speaking up to the hierarchy and the tact and care required (e.g. "language") to effectively do so (Chaleff, 2009, 2015).

Four Themes of Followership Education:

1. Language (challenging outdated follower stereotypes)
2. Collaboration (ability to subordinate one's own needs to the needs of the group and strive for synergistic outcome)
3. Feedback (learning about past actions)
4. Common Purpose (committing to shared goals).

Recommended Instructional Strategies to Teach Followership:

- Case Studies
- Discussion
- Self-Assessments & Instruments
- Reflection
- Role-Play Activities
- Student Peer Assessment/Feedback

From: Jenkins, D. M., & Springer, A. N. (2020). Followership education for postsecondary students. In M. Huneitz & R. Thompson (Eds.), Followership education (pp. 47-63). Jersey: Benet.

2

COURAGEOUS FOLLOWERSHIP (Chaleff,1995) In Practice

Traits of Muslim Followers

Lecturer: Waqar Ghani National Defence University Islamabad

3

Eric Kaufman 

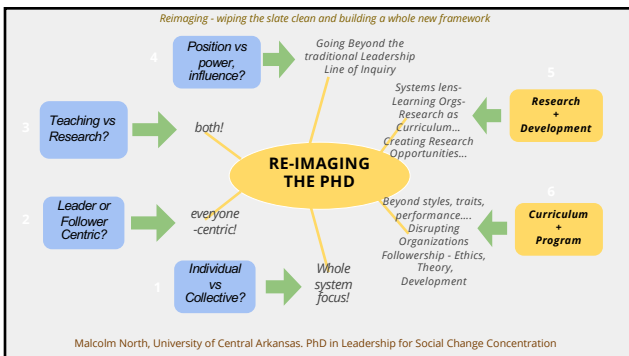
A Twist in Thinking about Leader-Follower Relationships: The Möbius Strip



LDRS 5984: Ethics in Leader/Follower Relationships



4



5
