

Introduction

- Discussions around leadership have dominated research and practice, with little attention given to followership (Cox III et al., 2010).
- This has triggered debates, particularly among youth who are seeking the skills necessary to prepare them for the future, as they are continuously faced with decisions about which skill is more important.
- The popularity of leadership research over that of followership has aroused more commitment to leadership development (Slanger, 2019).
- To promote a culture of followership among youths, the Positive Youth Development (PYD) approach can be adopted by organizations and agencies with the aim of equipping and training youth for the future by exposing them to the act of leading through genuine followership.

Purpose of The Study

- To discuss the approaches of PYD and how they relate to followership.
- To explore the methods the Teens and Youth in Leadership (TYIL), a youth-based non-governmental organization, takes in enhancing the culture of followership among youth.

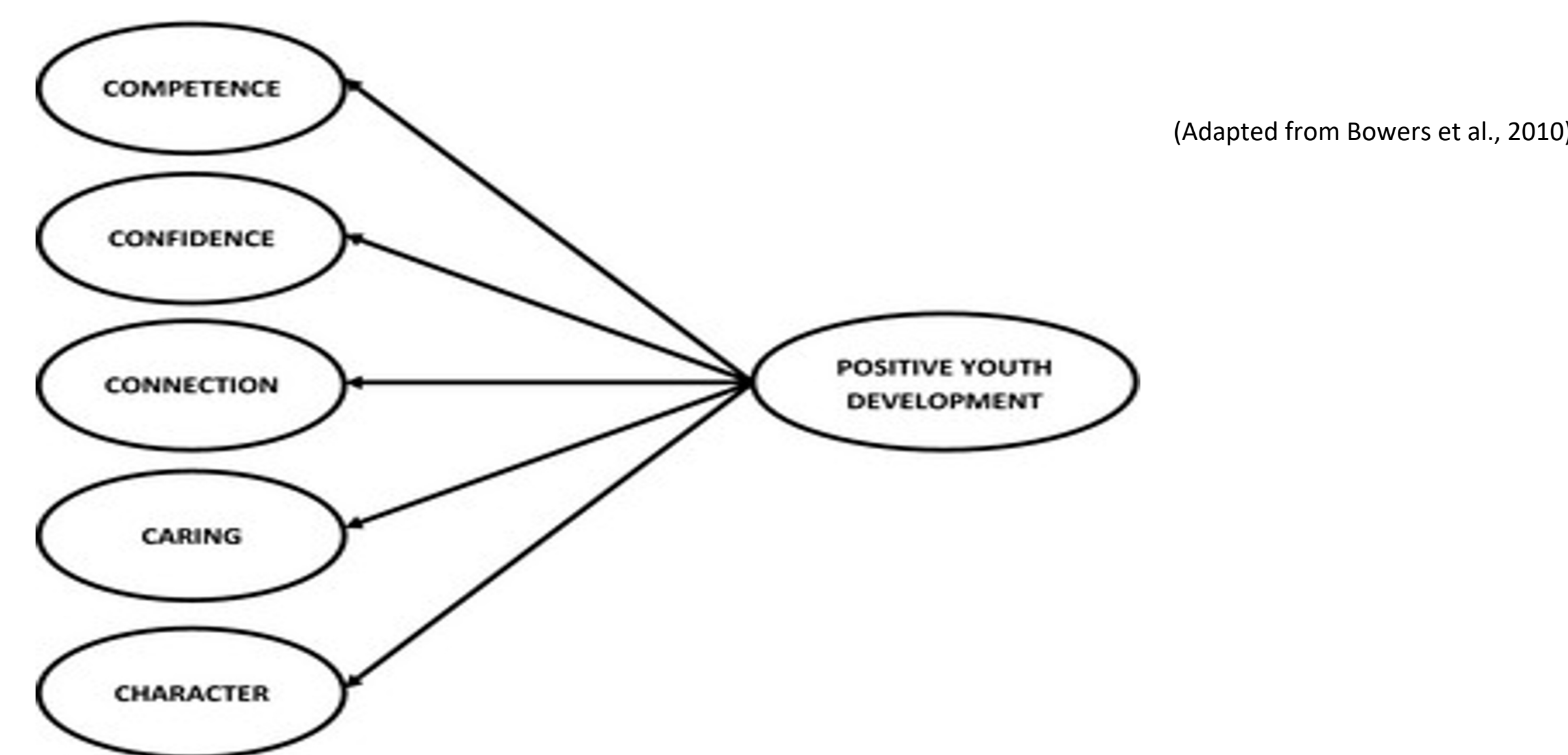
What is Positive Youth Development (PYD)



- PYD as a developmental practice that focuses on identifying and strengthening youths' protective factors within both individuals and their broader ecological environment (Waid & Uhrich, 2020).
- It is a substantial way of utilizing the strength and motivation of young people to contribute meaningfully to their communities, by building the core skills and competencies of young people, so they not only contribute to humanity in the future but also right now (Redmond & Dolan, 2014).
- Notably, the PYD approach accentuates a strength-based approach to youth development and focuses on building positive influences on young people, paying attention to their strengths and how these strengths can be strategically deployed (Sesma et al., 2005, as cited in Edward et al., 2007).
- Mercier et al. (2019) defined PYD as a developmental process in which young people can grow positively through interaction with their key environments.

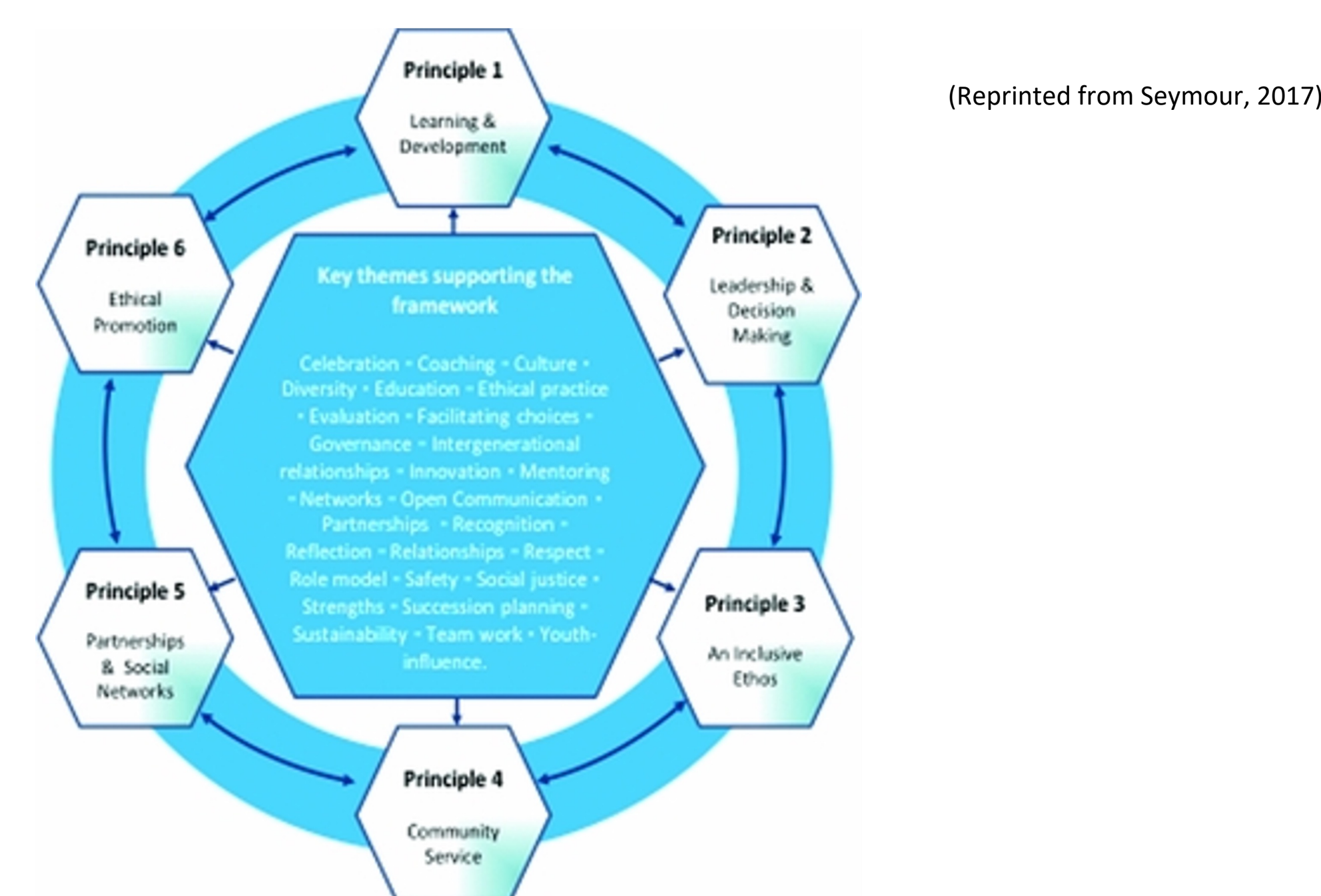
PYD Approaches

The 5Cs of Positive Youth Development (PYD):
Popularized by Lerner et al. (2009).



The QDRP's 6 principles of PYD:

From Queensland Youth Development Research Project (QDRP), an adult-led, youth-inclusive, participatory action research program.



Youth-Adult Partnership as an approach to PYD:

- Involves a process where youth are engaged to practice **appreciative inquiries**, as well as discover & express their unique voice in a safe environment (McNae, 2018).
- When adults or superior individuals devote time to develop young people's skills, and provide the right conditions, experiences, and opportunities, it enables the youth to take meaningful action in their community (Redmond & Dolan, 2014).
- Teaching of leadership behaviors to fosters the cultivation of youths altruistic nature and ensures they render acts of service in their immediate environment and local (Eva & Sendjaya, 2013).



Followership and PYD

- Clear relationship between followership and positive youth development as adolescents' attitudes, values, and behaviors are shaped by the kind of exposure and definitions they get (Ward et al., 2010).
- PYD is a systematic approach of exemplifying good followership to youth and equipping them with the necessary information and skillfulness to support and lead initiatives as followers (Travis & Leech, 2014).

About TYIL

- Teens and Youths in Leadership (TYIL) is a focused non-profit organization based in Nigeria that applies the 5Cs of Positive Youth Development in training young leaders (TYIL, 2023).
- TYIL applies the 5Cs of PYD in training youth to be good and supportive followers in a leadership process and within their local communities.
- Post-training, youth are involved in community development volunteering, advocacy on social issues, and adherence to civil law.

Conclusions

Positive youth development is a multidisciplinary approach that can be applied in followership contexts. It is a strength-focused method of preparing youth to be better followers and develop expertise for good followership. The core principles of PYD are largely people-focused. For instance, Lerner et al.'s (2009) 5Cs of PYD can be applied to help youth develop the character, competence, and confidence to contribute as followers to predetermined goals. Likewise, QDRP's 6 Principles of PYD can be channeled to help youth develop key decision-making, community service, and partnership skills to function as effective followers, particularly in an organizational context. Furthermore, the youth-adult partnership approach can be explored through provision of internship or volunteering opportunities for youth to develop competencies to function as competent followers.

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