

GLOBAL FOLLOWERSHIP CONFERENCE

Followership and Discourse(s) Over Time



Facilitated by:
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March 25, 2023

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Session Overview

Objectives:

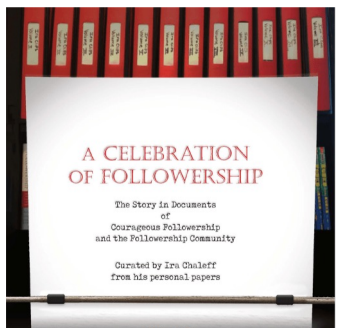
1. Document historical events that shaped perspectives on followership.
2. Explore the relevance of discourse(s) for interpreting followership research and practice.
3. Uncover preliminary themes associated with followership discourse(s) over time.

Outline:

- Introduction of concepts (5 minutes).
- Creation and curation of followership timeline (15 minutes).
- World Café on followership discourses (three rounds of 15 minutes each).
- Whole room discussion & debrief (5 minutes)
- Wrap-up and dialogue about future application (5 minutes).

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Expanding the Celebration of Followership

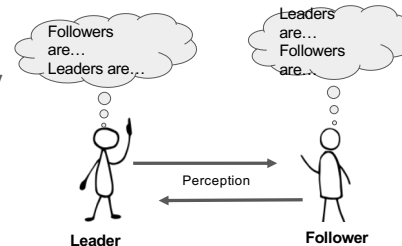


- Ira Chaleff's archives convey his view, 1983-2020
- What about other perspectives during those decades?
- What about a longer, historical view?
- How might such insights inform the work ahead?

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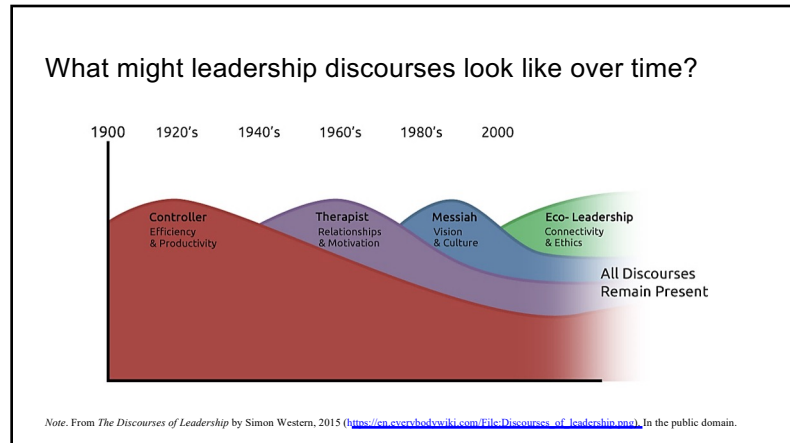
What are "Discourses"?

- Akin to implicit theory
- Shaped by social power that governs the body of knowledge (Adams, 2017; He, 2017; Liu & Guo, 2016; Moosavinia et al., 2019)

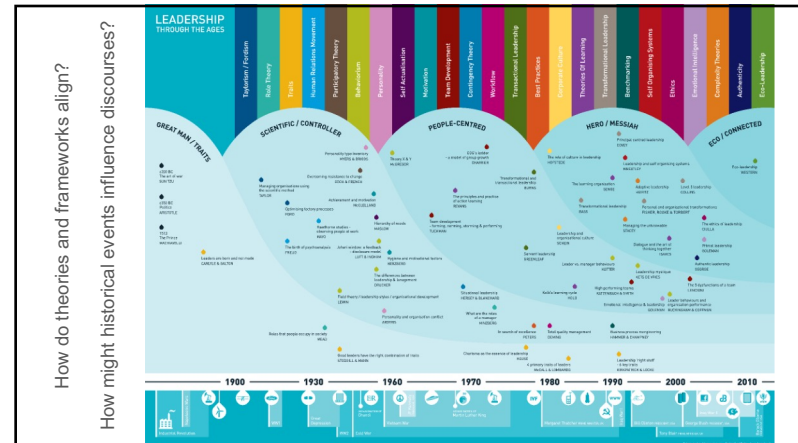


The diagram illustrates the relationship between a Leader and a Follower. The Leader is on the left, and the Follower is on the right. Above the Leader is a thought bubble containing the text "Followers are... Leaders are...". Above the Follower is a thought bubble containing the text "Leaders are... Followers are...". A double-headed arrow labeled "Perception" connects the Leader and the Follower, indicating a reciprocal relationship where each perceives the other.

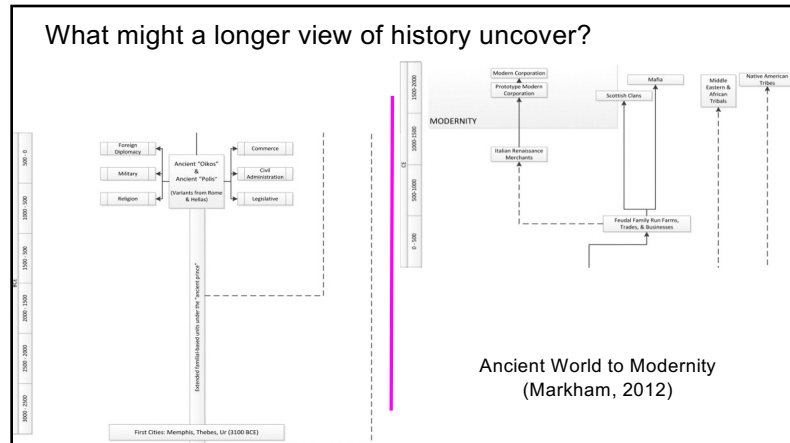
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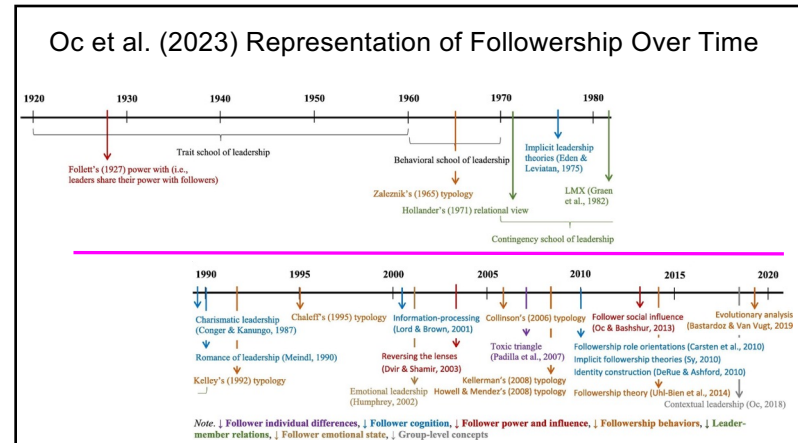
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Gallery Walk: What Would You Add?



1. Consider what events or frameworks have influenced societal and/or scholarly perspectives on followership.
2. Add at least one idea, comment, or consideration to each of the displayed timelines.
3. After you have left a sticky note at each station, return to see what notes others have left.

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Time Remaining: <<10:00->>

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Three rounds of
15 minutes each
(including transitions)

Guiding Question:

What are the characteristics and influencing factors on followership discourse (or social implicit theory)?

[Consider both historical factors and future-oriented perspectives.]

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Time Remaining:
<<12:00->>

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Mix it up!
Identify a table host to remain at the table to share what has been documented. Everyone else should disperse to separate tables.



15



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<<12:00->>

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17



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Wedding-Cake-Style Reflection

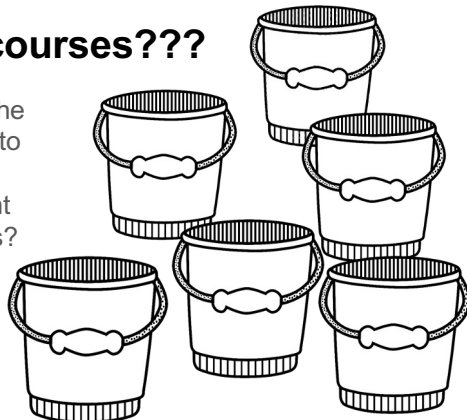
1. First group presents all major points.
2. Next group adds to the list without repeating.
3. Process continues through the last.



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Emerging Discourses???

If you had to organize the ideas and comments into different “buckets” or perspectives, how might you label those buckets?



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Next Steps?

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