

President's Corner

Planting the Seeds of a Great Leader Through Followership



Have you ever stopped to consider what part you play in your team? Are you a leader or a follower? The truth is, to be an effective leader, you must first be an effective follower. Can you follow the instructions? Can you see the big picture? Or do you always want to have the last word? These are important questions to ask yourself.

What is followership?

Followership, simply put, is the ability to achieve goals under a leader's guidance. It involves following instructions, completing tasks, supporting initiatives, and staying motivated. Good followers understand the value of listening and helping others achieve their vision. In the workplace, followership means holding yourself to a high standard of personal success while contributing to the team's overall benefit.

Why is followership important?

Followership is not just a necessary component of a successful team but a catalyst for it. Organizations rely on followership to achieve complex goals and maintain a functioning hierarchy. While leaders are often seen as the driving force, followers are the ones who make things happen. Some of the benefits of followership in the workplace are:

- 1 More effective delegation: Followership is essential to delegating and sharing responsibilities on a team. When you know how to be a good follower, you promote efficiency while contributing to team productivity.
- 2 Improving morale: Demonstrating followership can contribute to a positive team culture of support and respect. Your willingness to follow others and lead and grow as a team.
- 3 Improving outcomes: When team members act as engaged followers who invest in the results of group efforts, they can improve the quality of workplace projects and drive growth.

Submitted by Theresa McShan
EWTG President, 2023-2024