

Leadership – Lead, Follow, or Get Out of the Way



PRESENTERS

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FOCUS

The session explores various leadership styles, the dynamics of followership, and how both roles contribute to effective teamwork and organizational success. The presenters discussed historical and modern theories of leadership, providing participants with insights into becoming better leaders and followers. An essential part of the session emphasized the importance of empowering others and knowing when to step aside, allowing emerging leaders to take the reins.

Key Facts and Figures

➔ Leadership Styles:

The session covered different types of leaders, including born leaders, made leaders, task-oriented, people-oriented, and transformational leaders. The importance of flexibility and behavior-driven leadership was emphasized.

➔ Followership:

The role of a follower is crucial, as the first follower can transform a leader's vision into a movement. This concept was illustrated through a video on the "lone nut" theory, where followers create momentum, not the leader alone.

➔ Historical Context:

The presenters shared examples such as Genghis Khan and other historical figures to demonstrate leadership traits and styles throughout history. These examples highlighted how leadership can be situational, dependent on the context and the people being led.

Detailed Scenario Discussions and Audience Insights

➤ **Born vs. Made Leaders:**

The session began with a video and discussion on whether leaders are born or made. Participants reflected on their leadership journey, recognizing that leadership skills can be developed over time through experiences and education.

➤ **Behavioral Leadership:**

A key takeaway was that effective leadership is rooted in behavior, specifically how leaders engage with their teams. Leaders must balance task management with people leadership to foster a positive and productive team environment.

➤ **Followership and the First Follower:**

Using the “lone nut” analogy, the session highlighted the critical role of the first follower in legitimizing a leader’s vision. The presenters encouraged participants to recognize the power of followership in creating movements and driving change.

Best Practices and Recommendations

➤ **Adapt Leadership Styles:**

Leaders should adapt their style based on the situation, balancing between people- and task-oriented approaches to maintain team cohesion and productivity.

➤ **Active Listening and Inclusivity:**

Leaders were encouraged to practice active listening and create an inclusive environment where team members feel valued and heard. By doing so, leaders ensure that their team members remain engaged and empowered.

➤ **Empower Followers:**

Leaders should recognize the importance of followers and empower them to take initiative, as the success of a team often hinges on effective followership. This empowerment leads to the creation of future leaders.

➤ **“Get Out of the Way”:**

An essential message of the session was the importance of leaders recognizing when to step aside and let others lead. This concept, termed “Get Out of the Way,” is about knowing when leadership should shift from leading to facilitating. By stepping aside, leaders enable emerging talents to take charge, ensuring the continuity of effective leadership within the organization. Providing the tools and mentorship to future leaders is a vital component of leadership success, as it fosters the growth of the team and the organization’s sustainability.

Conclusion

The *Lead, Follow, or Get Out of the Way* session provided a comprehensive overview of leadership and followership dynamics, encouraging participants to reflect on their leadership journey. Attendees were challenged to recognize the power of behavior in leadership and the importance of cultivating strong, engaged followers to drive collective success. A critical takeaway was the notion that true leadership involves not only leading and following but also knowing when to step aside to allow others the opportunity to lead, ensuring long-term organizational success.