

Developing Leaders Through Courageous Followership

Effective leadership is inseparable from effective followership. While the term *follower* is often misunderstood, the reality is that every leader must also know how to follow with purpose, integrity, and courage. This workshop reframes followership as a critical leadership capability that strengthens trust, partnership, and organizational effectiveness.

This interactive workshop develops courageous followership as an essential leadership skill. Participants learn how effective followership strengthens trust, partnership, and influence—enabling leaders and teams to succeed together.

*This is a 2-hour workshop.

Workshop Objectives:

- Reframe followership as a critical leadership capability that strengthens influence, credibility, and trust.
- Understand the leader–follower partnership and how mutual accountability contributes to organizational success.
- Demonstrate courageous followership behaviors, including speaking up with respect, supporting decisions, and acting with integrity.
- Apply effective communication and listening skills to strengthen alignment and collaboration with leaders and peers.
- Balance loyalty and courage by constructively challenging ideas while supporting shared goals.
- Create conditions for willing followership through consistency, respect, and shared responsibility.
- Model followership behaviors that contribute to healthy culture, strong relationships, and sustained performance.
- Enhance leadership effectiveness at every level by leading well through example, influence, and partnership.

Course Outline:

Module One: Understanding Leader-Follower Dynamics

Module Two: Why Explore Followership Now?

Module Three: The Five Dimensions of Followership

Module Four: Leaders and Followers as Partners

Module Five: Gaining Willing Followers

