



Followership

What is Followership?

ALL defines followership as the leadership practiced by individuals who are in positions of responsibility but not authority whereby they use their influence to accomplish the mission and improve the organization.

Ira Chaleff's 6 Dimensions of Followership

The courage to Assume Responsibility

The courage to Serve

The courage to Challenge

The courage to Participate in Transformation

The courage to take Moral Action

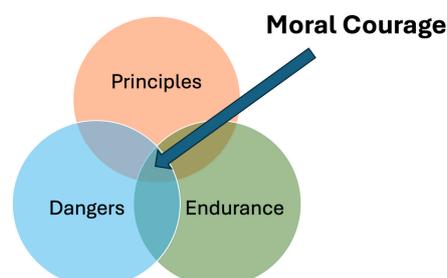
The courage to Speak to the Hierarchy



Pillars of Moral Courage

Moral courage: "A quality of mind and spirit that enables one to face up to ethical challenges firmly and confidently, without flinching or retreating" -Rushworth Kidder

- Principles
- Dangers
- Willingness to Endure





When to Challenge

Steps	Considerations
<ul style="list-style-type: none"> ● Asking: What is the evidence of the issues? ● Exploring: are there values at stake? ● Maintaining: maintain integrity, what happens to it if you don't say something ● Determining: What needs to be fixed? Individual vs system level problems ● Conducting a risk-benefit analysis: what are the risks if you do and don't speak up? 	



How to Prepare

Unless there is an immediate threat of harm- take time to prepare.

- Set the stage
- Present evidence, not emotions
- Highlight the impact of behaviors
- Review alternatives
- Build alliances



Moral Courage Support System

Build a system to help you endure or if needed- walk away.

Trusted Advisors	Talk it through, consider all angles
Peer Network	Potential job opportunities, emotional support
Knowledge Sources	Company policies, financial assistances, legal
Wellness Practice	Social circles, exercise, faith



All Levels Leadership

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