



# FOLLOWERSHIP

LD 4-2C

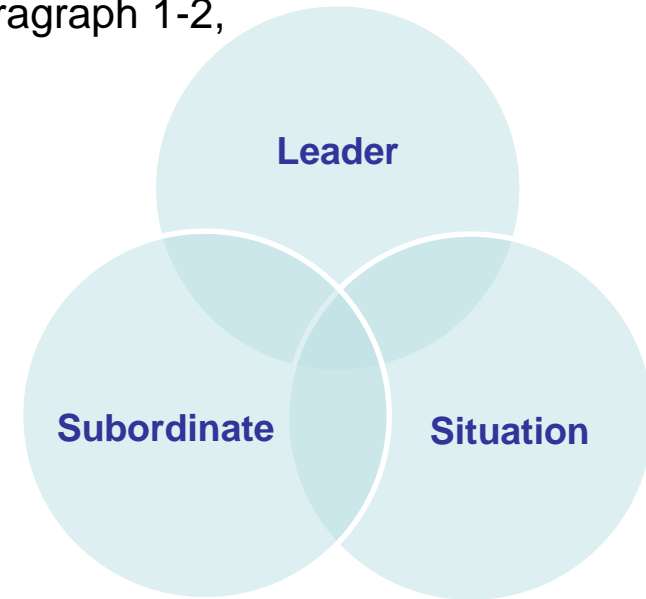
Preparing to Lead

# Followership- What is it?

Each of you have experienced what it is like to follow someone else. You recorded some of those experiences in your Knob Year Journal under paragraph 1-2, Leadership Frame of Reference.

## Examples:

- Being a member of a sports team
- Serving on a project team for an academic class
- Holding a job – working for someone else
- Being a member of your family



- Your new role as Freshmen at The Citadel will bring this notion of being a follower to a whole new level!

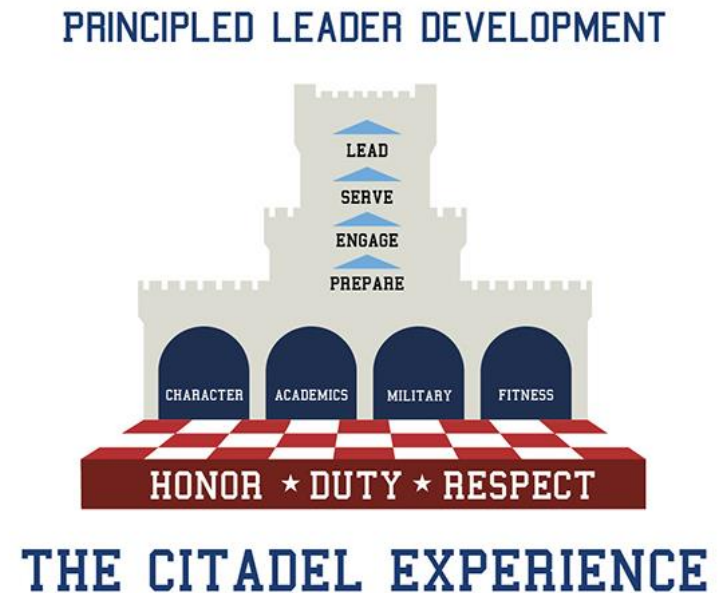
# Followership – A Definition

***Followership Definition*** - “the willingness to cooperate in working toward the accomplishment of defined goals while demonstrating a high degree of interactive teamwork. Effective followers are active participants (partners) in creating the leadership process.”

- To be a good follower:
  - Place the needs of others before your desires.
  - Build a relationship of trust and loyalty between your leader and your team!

# The Leader Development Model

- The first stage in The Citadel's four-stage leader development model is to "prepare"
- What are you preparing for?
  - To lead
  - What else?



# The Citadel Training Model

- Five Steps
  - Set expectations
  - Build necessary skills
  - Give feedback
  - Follow through with consequences
  - Work for growth in others
- Right now, in the “build necessary skills” step, you are building skills as a subordinate

# Building Skills as a Subordinate

- Subordinates should strive in all ways to be “easy to lead.”
- “Easy to lead” means
  - Respecting authority
  - Complying with regulations and standards
  - Giving maximum effort
  - Being open and receptive to new ideas
  - Being active participants in the learning process

SOURCE: The Citadel Training Manual, p13-14



# Preparing yourself to lead

- Leaders prepare by expanding their knowledge, developing self-awareness, and getting ready for expected and unexpected challenges
- As leaders expand their knowledge, they will also become more aware of their strengths and weaknesses.

# Strengths and Weaknesses

- Open your Knob Year Journals to paragraph 1-1, Strengths and Weaknesses
- What does that paragraph mean when it says often times our strengths and weaknesses “are two sides of the same coin”?
- On page 4 of your Knob Year Journal, make a list of what you think are your strengths and weaknesses
  - Be prepared to discuss them



# Characteristics of Principled Leadership

- Open your Guidons to page 110
- One of your second semester knob knowledge requirements is to know the “Characteristics of Principled Leadership” using the “LEADERS” mnemonic
- Those characteristics are broken down into developmental foci for each stage in the “Staged Development Guide” (available on the Krause Center website)
  - In the next few slides, we will use those foci to discuss how you can develop leadership skills while being in a followership role



# Objectives of the FCS

(Guidon, pages 111-126)

- To provide new cadets with an understanding of The Citadel's core values of Honor, Duty, and Respect
- To teach new cadets the regulations, customs, and traditions of The Citadel
- To remove wealth and former station as factors in the development of new cadets
- To instill in new cadets a sense of humility and selfless subordination
- To develop personal character and create a foundation for honorable and ethical decision-making

# Objectives of the FCS (Blue Book and Guidon) (continued)

- To instill new cadets with self-discipline
- To physically challenge new cadets and establish a foundation of understanding the necessity of physical fitness for life
- To instruct new cadets in time management
- To prepare new cadets for academic achievement
- To inculcate class cohesion in support of The Citadel's Mission and the development of Principled Leaders

# What you can expect from your cadet leaders: The Principles of CTM

- Mutual respect
  - To have respect for the talents and experiences each of you brings to The Citadel
  - To lead with the attitude that they are “training their replacement”
  - To acknowledge that each individual has worth, dignity, and feelings

SOURCE: The Citadel Training Manual, p2-3

# What you can expect from your cadet leaders: The Principles of CTM

- Leadership as service
  - To get to know you as a person and to learn what are your legitimate needs
  - To meet those legitimate needs in order to allow you to better focus on and accomplish the organizational mission
  - To put their own needs aside and devote time and energy to create an environment where you are both cared for and empowered

SOURCE: The Citadel Training Manual, p4

# What you can expect from your cadet leaders: The Principles of CTM

- Accountability
  - To go beyond the mere “responsibility” of their position and to assume the intrinsic ownership, investment, and commitment that comes with holistic “accountability”
  - To extend their care for you to every aspect of your legitimate needs; even those that may originate outside of The Citadel
  - To be fully invested in your success, health and welfare, and growth and development

SOURCE: The Citadel Training Manual, p4-5

# Training Schedule

- Prepare to brief key highlights in training
- Take ownership of the training and use this opportunity to set your training expectations moving forward.

# In Summary

- Your prior experiences have provided you more preparation than you know; build on them
- Commit yourself to work hard for the coming year – it will be a challenging, exacting, and demanding... and worth it
- Commit to our Core Values... you are now part of something bigger than yourselves
- Be ready and willing to help your classmates... and your leaders (BE EASY TO LEAD!)





QUESTIONS?