



FOLLOWERSHIP

Rev. Date: 13 Nov 2019

CULTURE OF PROFESSIONALISM

Adherence to Mission and Vision

Objective: Through guided discussion, each airman will discuss and understand the characteristics of effective followership.

Facilitator Aides

Lesson Outline

Ideal Lesson Time: 50 min.

Introduction

MP 1. Followership Guided Discussion

Conclusion



Boot Stomp Followership is more than just doing what you're told. It is an intentional practice (mindset) to fully support the task at hand and become a valuable team player. Individuals must realize the importance of their role and fully accept their obligation to accomplish the task/mission.

Introduction

Attention: Kick off guided discussion with a physical activity. Select individuals to lead small group activities. Activities can include arranging furniture a certain way or layout, have students arrange themselves in order of age (youngest to oldest), etc. The purpose of this activity is to observe followership emerge within the group. Use your observations to kick off the guided discussion. Upon completion of the activity, ask the students to comment of their observed examples of followership during the activity.

Overview: Today we are going to talk about followership.

MP 1. Followership Guided Discussion

LOQ: What is Followership?

LOQ: Why is being a follower important?

LOQ: What are some positive attributes of followership?

Facilitator Note: Have students give examples of anticipated responses

Anticipated Replies and Side Notes

Anticipated Response
(Student responses will vary)

Anticipated Response
(Student responses will vary)

Anticipated Responses

- Judgement
- Obligation to the enterprise
- Work ethic
- Competence
- Honesty
- Courage
- Discretion
- Loyalty
- Ego Management
- Team Player

LOQ: What are some negative attributes of followership?

Facilitator Note: Have students give examples of anticipated responses

LOQ: Why is followership very important in the military?

Conclusion

SUMMARY: Today we used our personal experiences to define followership, the importance of followership, both positive and negative attributes, and the importance of followership in the military.

REMOTIVATION: Barbara Kellerman, professor at Harvard University’s John F. Kennedy School of Government, has stated that “followers are more important to leaders than leaders are to followers.” To put the importance of followership in perspective, let’s look at the oath of enlistment and how it emphasizes followership. “I do solemnly swear that I will support and defend the Constitution of the United States, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God.” (10 U.S Code §50)

Anticipated Replies and Side Notes

Anticipated Responses:

- Questioning everything
- Lazy
- Complaining
- Needs to be told often
- Constant excuses

Anticipated Responses:

- Enlisted Force Structure responsibilities
- Everyone is a follower
- UCMJ
- Mission depends on orders being executed
- You cannot effectively lead until you understand followership

ASSESSMENT QUESTION: How does followership contribute to the identity of Airmanship?