

AGLP Leadership Development Curriculum

Followership: Experiential Learning & Reflections Preview

9/15/2025

AGLP Leadership Development Sequence

Leading-Self Competency: Followership



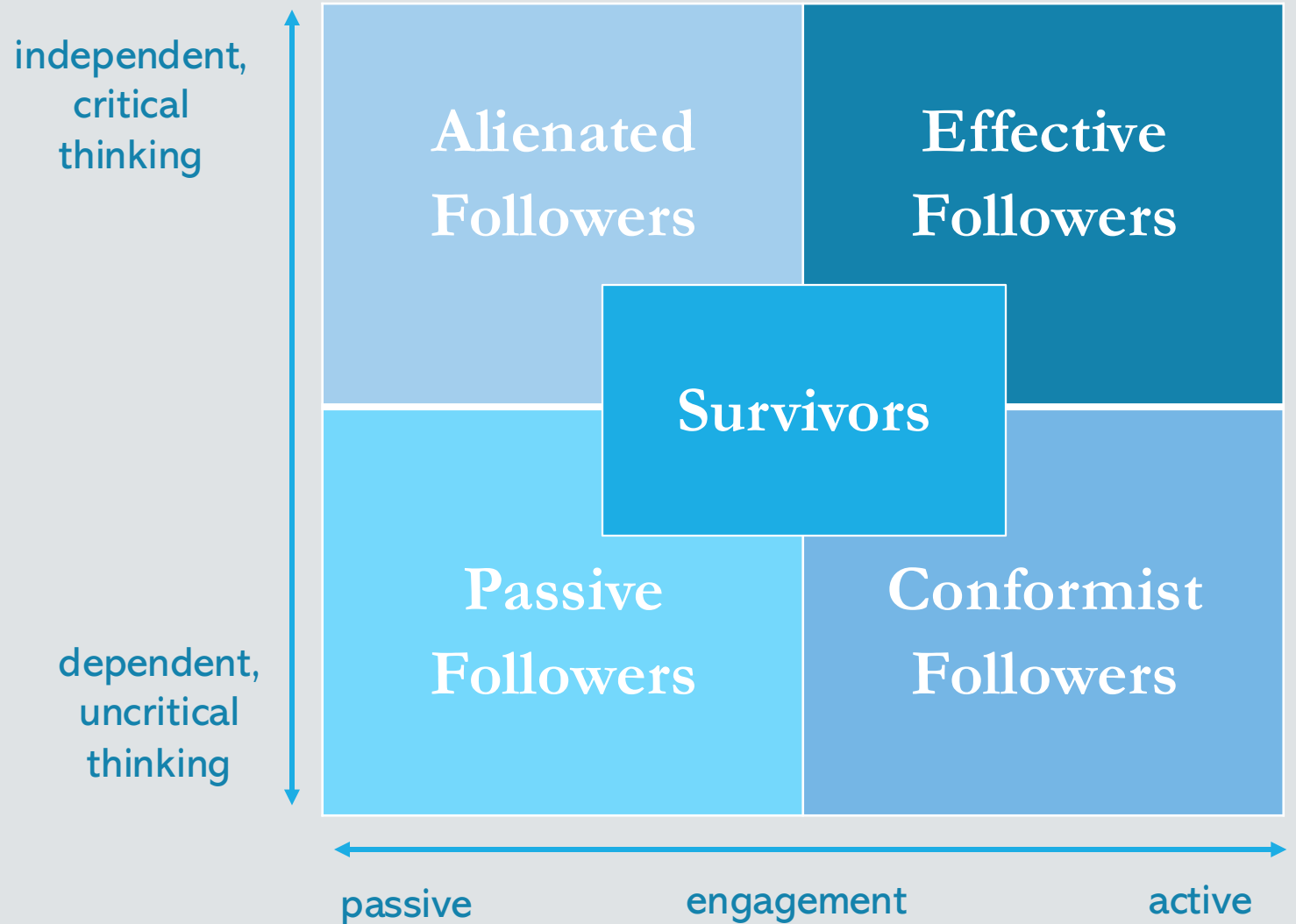
“We do not learn from experience. We learn from reflecting on experience.” - John Dewey

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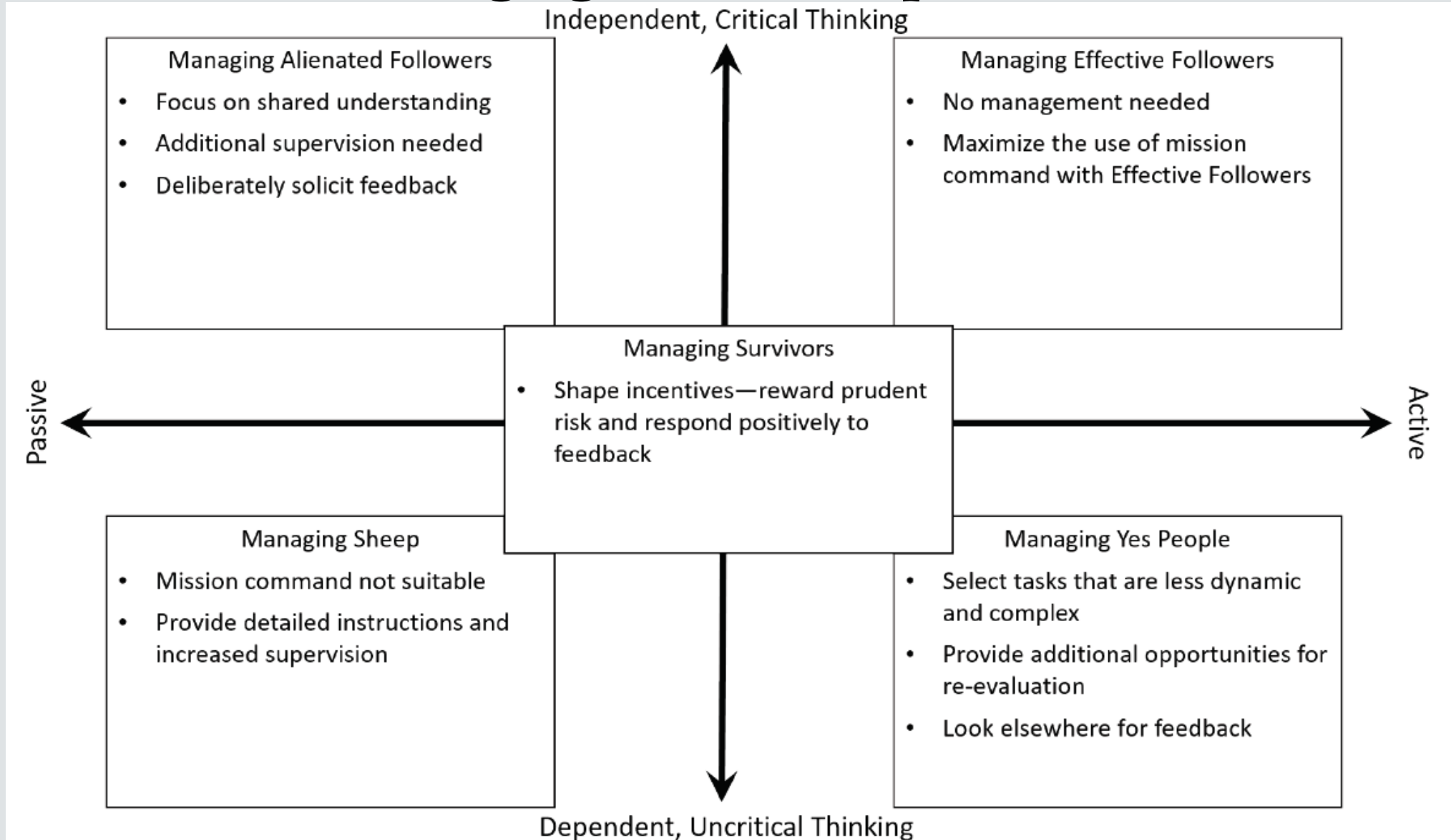
Followership: Review

Effective and Ineffective Followers

- **Effective Followers**
- think for themselves
- carry out duties with energy/effectiveness
- problem solvers, risk takers, self-starters
- earn high ratings from peers & leaders
- often serve as a trusted advisor to a leader



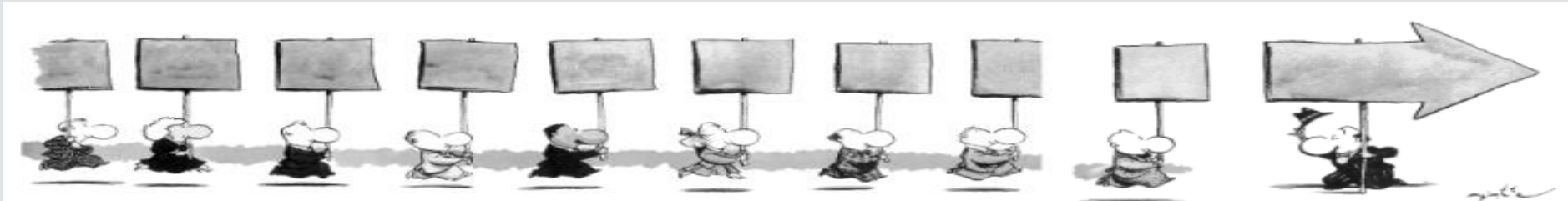
Managing Followership Modes



“The Practical Application of Followership Theory in Mission Command” – Lt. Col. Mikail Kalimuddin,
Military Online Exclusive, 2017

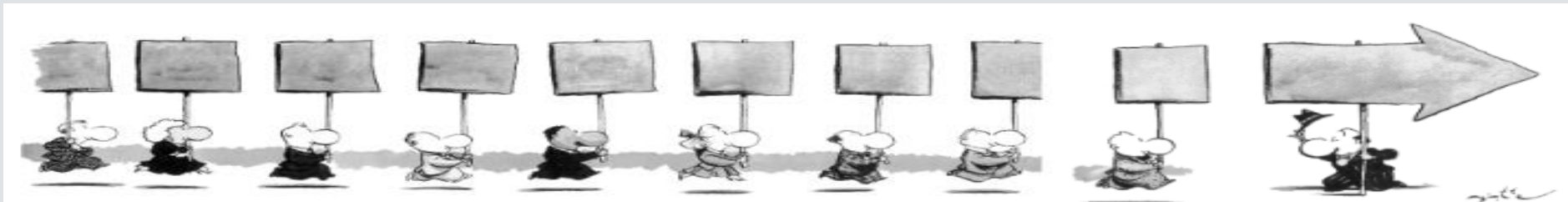
Cultivating Effective Followers

1. **Redefine followership & leadership:** how we define the roles influences the outcome of the interaction
2. **Hone followership skills:**
 - improve independent, critical thinking
 - disagree agreeably
 - align personal & organizational goals
 - move between follower/leader roles w/ease
 - self-management
 - build credibility
 - act responsibly (all/organization)



Cultivating Effective Followers

3. **Revise evaluations & feedback:** rate/give guidance on followership & leadership, as well as ability to shift roles
4. **Create organizational structures that encourage followership:**
 - create groups with zero leaders or temporary/rotating leadership
 - delegate to lowest level (who are responsible for own decisions)
 - reward good followership



Followership

Practicum: Experiential Learning & Reflection

Followership: Experiential Learning Scenarios



- **Research publication process** – How do Effective Follower attributes contribute to the publication process?



- **Lab work environment** – When is it important to take on the persona of a Survivor, Conformist, and Effective Follower in your lab?

Followership: Experiential Learning Scenarios

- **Teaching Fellow environment** – How can you influence a lab team member to move out of a Passive Follower role?

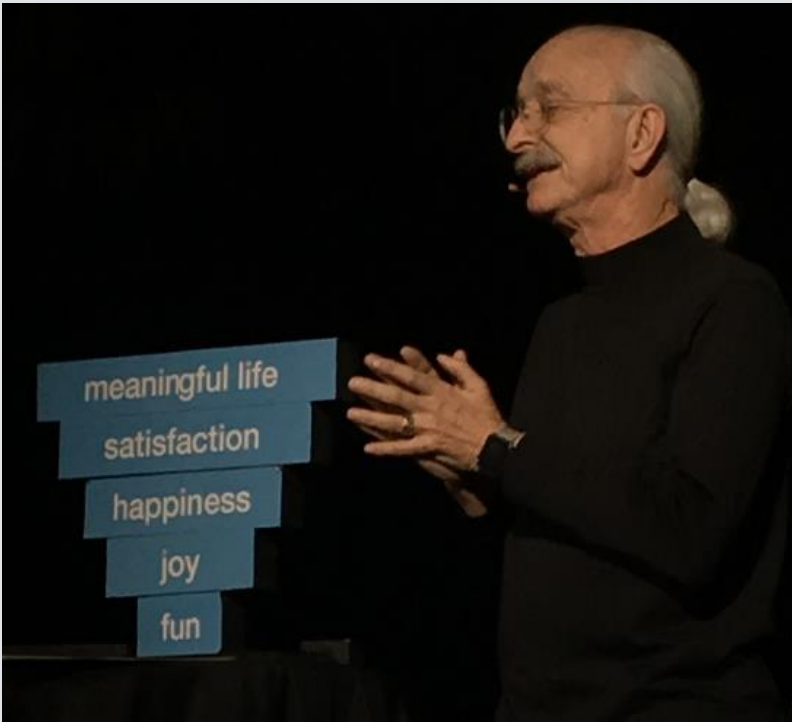


- **Home environment** – Is it OK (at times) to be a Passive Follower in a home environment?

[photo credit](#)

Followership: VW Experiential Learning

- **Effective Followers** – MIT Prof. Emeritus Woodie Flowers called all to pursue “creative informed decision making” & “gracious professionalism”



- **Survivor Followers** - a small international band of colleagues that assembled 192 national robotics teams to a celebrate STEM-focused youth



Next Steps

- Experiential Learning – Followership Values – all October
- Learning – Health & Well Being – October 5
- Personal & Group Reflections – Aligning Values – ~~September 29~~ – October 5
- Health & Well Being Review & Preview – October 12

Learn	Experience	Reflection
Learn	Experience	Reflection
Learn	Experience	Reflection
Learn	Experience	Reflection

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