

Join Us Now...

*Followership: The Key to
Great Leadership!*

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Do You Have Your 6 Page Handout?

◆ “The ART of Followership

The Ellis Companies

Enhancing Employee and Customer Experience

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- ❖ Apartment Mystery Shopping
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- ❖ Ratings & Reviews
- ❖ eLearning (Online Training)
- ❖ Customized Training & Coaching

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Thank you for joining us today!
Want to learn more?



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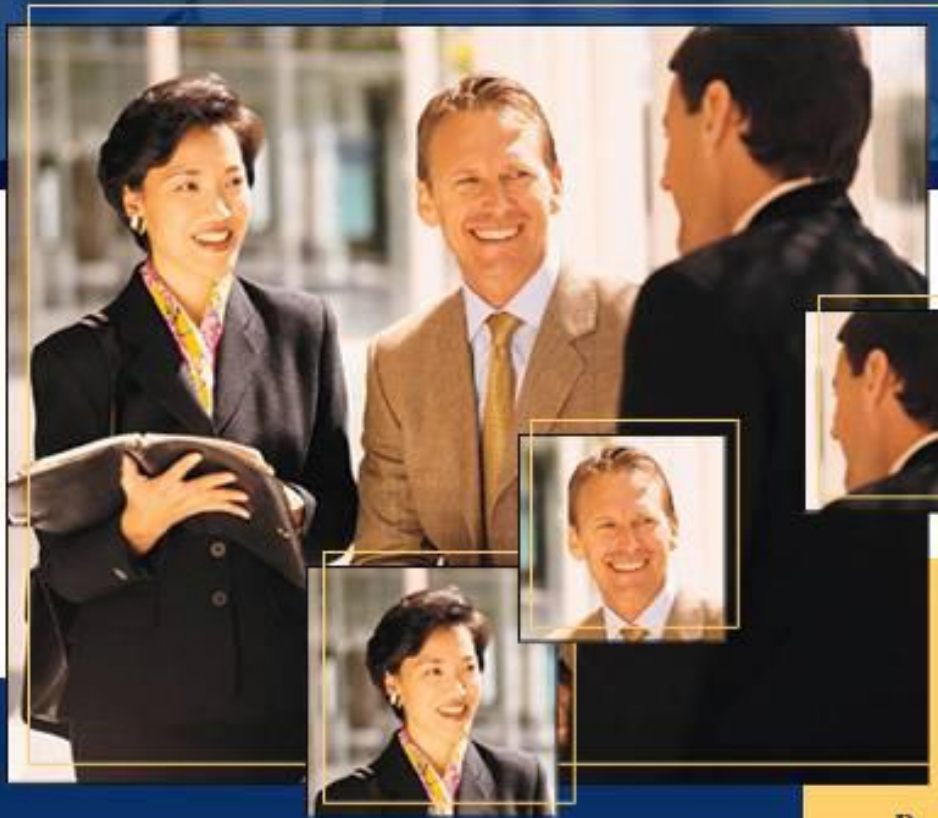
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Do You Have Your 6 Page Handout?

◆ “The ART of Followership



The Art of Followership

*Dynamic & Courageous Followers
Create Effective Leaders*

Presented by
Rick Ellis CAM, CPM

Meet Rick Ellis!



A man with glasses and a black t-shirt is standing in an office, waving his right hand. He is wearing white earbuds and has a black watch on his left wrist. He is positioned behind a desk that has a multi-line office phone, a calculator, and some papers on it. In the background, there is a window with blinds, a printer on a desk, and a corkboard with a calendar for August 2016, a photo of a man in a white t-shirt, and other papers. To the right, there is another calendar with photos of people.

The REAL Rick Ellis...Presenting
to you HERE and NOW!

Good Afternoon!

**The Art of
Followership**

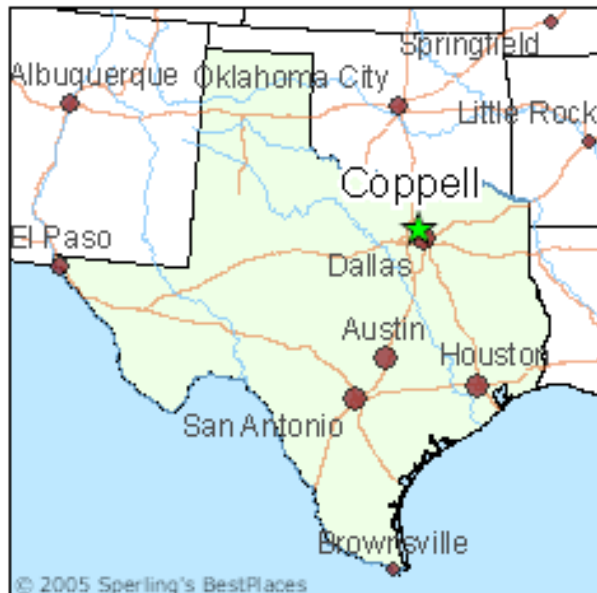
Your Presenter:

***Rick Ellis,
CAM, CPM***



Coppell, Texas

Texas



BODYBUILDING *Magazine*

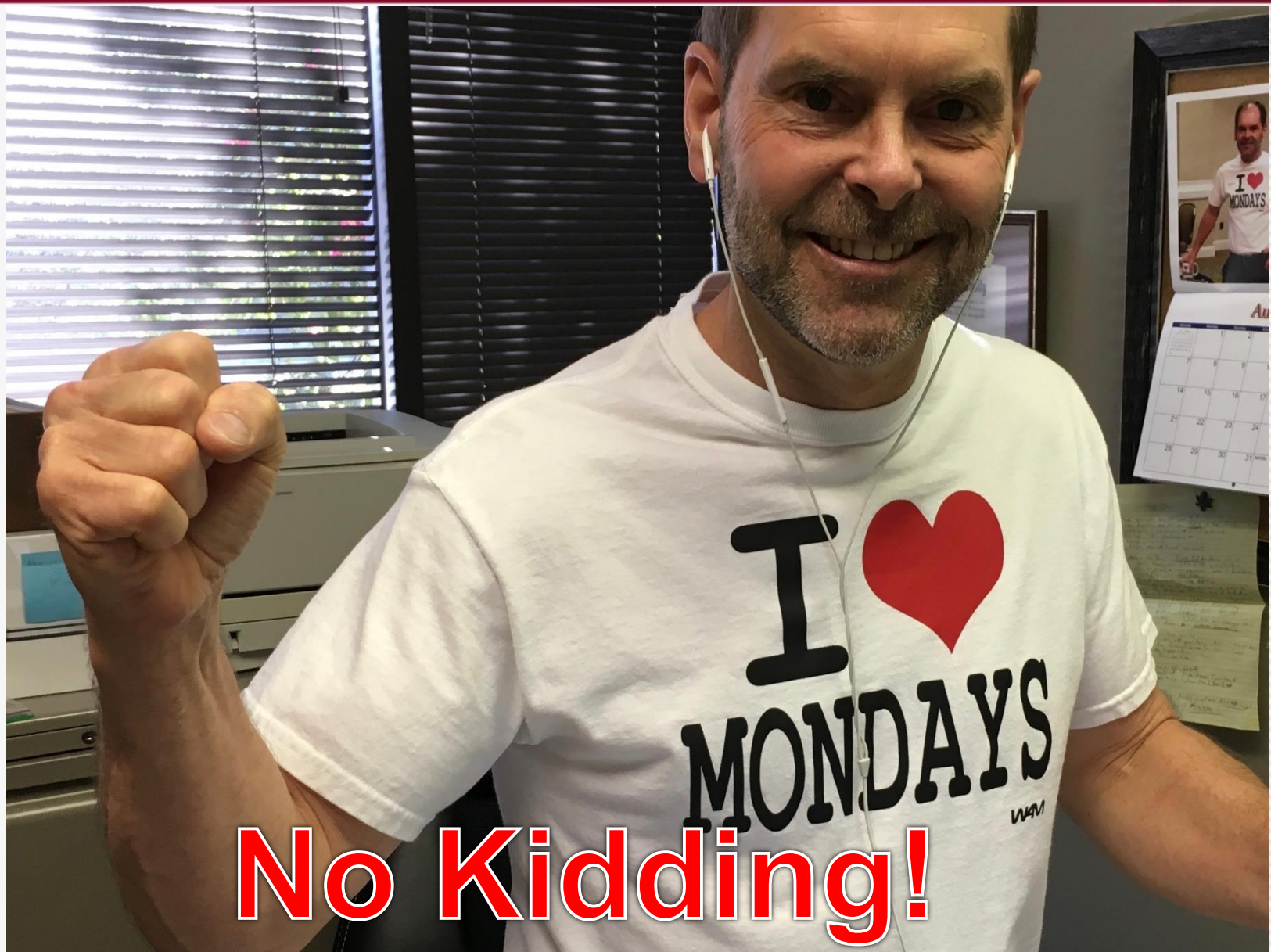


**Former
Mr. World
2005**



Me and Co-star Jeff Daniels

Rick **LOVES** *Monday!*



No Kidding!

Wife & Friend

**D
I
A
N
E**



My Whole Team...Ready to Go!

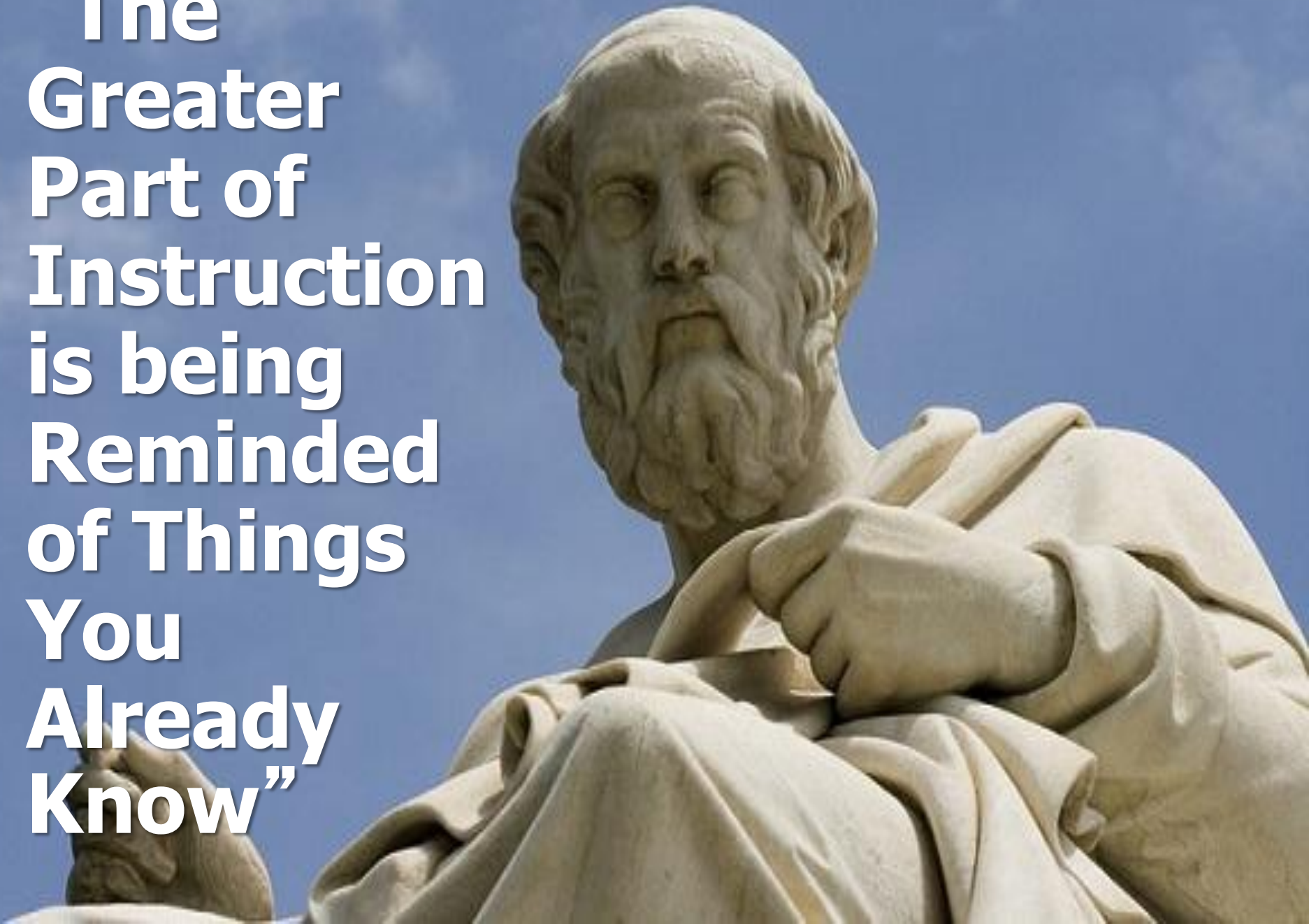


Rick Ellis, CAM, CPM

- Property Manager since 1980
- We provide apartment portfolio consulting nationwide.
- Lease and Manage Apartments Everyday Just Like You!
- I experience the Same Challenges and Struggles that each of you experience!

Let's Learn Together!!

**“The
Greater
Part of
Instruction
is being
Reminded
of Things
You
Already
Know”**



Do You Have Your 6 Page Handout?

◆ “The ART of Followership



OK...Let's Rock & Roll
....Follow me!

Why Followership?

Because most of us in this virtual room will spend much more of our careers as **Followers** than Leaders.

The Art of Followership

And Why the “Art” of Followership

Because Followership is a discipline of supporting leaders and helping them to lead well.

The Art of Followership

**Learn Followership?
SURE! Otherwise you
will merely be a
SHEEPL**



**What can Happen When
Followers are Not Skilled
or Disciplined?**

*How about the
Holocaust?*

The Art of Followership



What do Leaders do?

LEAD!

Who do Leaders Lead?

FOLLOWERS!

What would Leaders do
without Followers?

The Dilemma...

The Art of
Followership


**“Followers
Get NO
RESPECT!”**





**Remember, child, always
be a Leader...Never a
Follower**

Be a Follower?

A photograph of two men in dark suits and light blue shirts, both smiling and looking at a newspaper held by the man on the right. The man on the left is pointing at the paper. The background is a blurred office setting with other people working.

“Yes, my son. My hope is that you will grow up and become a great follower!”

My Two Sons

J.R.

Phillip



Followers Get NO Respect!

The Art of Followership

- **How can everyone be “the leader”?**
There are naturally many more followers than leaders.
- **We are a society in love with leadership and uncomfortable with followership, though the two are inseparable.**
- **Most of the time and resources spent on trying to master the art of leading is wasted because the “Leader” is viewed as acting alone.**



Followers Get NO Respect!

The Art of Followership

- **Following is not to be subservient or compliant. It is critical to the leading process because leaders alone don't make things happen.**
- **Leaders and followers are inseparable. Without followers, there is no one to lead.**



Followership Means:

“The willingness of Individuals – Team Members – to offer their personal commitment to a cause and acknowledge the central leader as a source of guidance, motivation, and authority.



Followership Means:

To cooperate in working towards the accomplishment of the group mission, to demonstrate a high degree of teamwork and to build cohesion among the group.”



The Art of
Followership

Sounds a bit like
TEAMWORK?

Absolutely!

The Art of Followership

Followership is not for the
meek and passive...

It means being responsible,
participating, &
challenging.





Marley is GREAT Follower!



Chester. He's NOT a Follower

1. Fear of Retribution

**“If I do not follow...
I may lose my job!”**

2. Blind Hope

**“We must do something...
I hope this works!”**



3. Faith in Leader

**“What a great person...
If anyone knows the
answer, she does!”**



4. Intellectual Agreement

**“What a good idea!
That makes sense!”**

5. Buying the Vision

**“What a brilliant idea! I
don’t care who thought of it!”**

Five Levels of Followership:

The Art of Followership

- 1. Fear of Retribution**
- 2. Blind Hope**
- 3. Faith in Leader**
- 4. Intellectual Agreement**
- 5. Buying the Vision**



Action Item

The Art of Followership

Are you a Good Follower?

Critique yourself as a follower...using these criteria.



Follower Competencies and Components

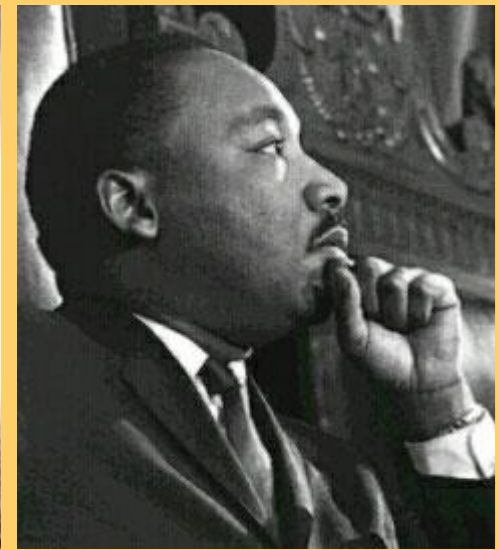
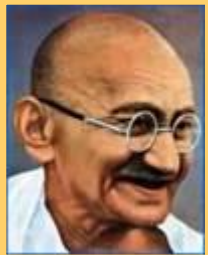
The Art of Followership

- **Displays loyalty**
- **Functions well in change-oriented environments**
- **Functions well on teams**
- **Thinks independently and critically**
- **Considers integrity of paramount importance**



Great Leaders

The Art of Followership



Leaders can only exist and accomplish extraordinary goals because they have supportive followers...

*Leaders can only exist
and accomplish
extraordinary goals
because they have
supportive followers...*



Who offer their personal commitment to a cause and acknowledge the central leader as a source of guidance, motivation, and authority.



Team Members
Followers
Individuals



Skilled Followership

Qualities:

The Art of Followership

- 1. Know What You Are Expected to Do**
- 2. Take Initiative and Keep the Leader Informed**
- 3. Provide Accurate Information and Feedback**
- 4. Support the Leader's Efforts to Generate Positive Change**



Skilled Followership

Qualities:

The Art of Followership

- 5. Challenge the Leader's Flawed Plans or Strategies**
- 6. Show Appropriate Recognition and Appreciation of the Leaders**
- 7. Provide "upward" Counseling or Coaching When Necessary**
- 8. When it is necessary...say No!**





Sheila...Very Good Follower!



Definitely.... NOT!

the

10 Rules of Good Followership

Wisdom for a Career Military Officer

- Col. Phillip S. Melinger



The Art of Followership

“We have good corporals and good sergeants and some good lieutenants and captains....and those are far more important than good generals.”

~ Gen. William T. Sherman



Wisdom from a Career Military Officer

The Art of Followership

1. Don't blame your boss
2. Fight with your boss if necessary;
but do it ONLY in private.
3. Make the decision!
4. Accept responsibility whenever it
is offered.
5. Tell the truth and don't quibble.

Wisdom from a Career Military Officer

The Art of Followership

6. Do your homework; give your boss all the information needed.
7. When making a recommendation, remember who will probably have to implement it.
8. Keep your boss informed of what's going on in the office.
9. If you see a problem, fix it.
10. Put in more than an honest day's work, *but don't ever forget the needs of your family.*

**What can Happen
When Followers are
Not Skilled?**

*How about the
Holocaust?*



The Art of
Followership

The Wives of Rosenstrausse

The Power of Positive
Followership



A black and white historical photograph showing a large crowd of women in a city street. The women are dressed in dark, heavy coats and hats, typical of the early 20th century. They are gathered in a line, possibly waiting for something. In the foreground, several soldiers in uniform are standing guard, some holding rifles. The street is paved with cobblestones, and there are buildings in the background. The overall scene suggests a significant event or a moment of public order.

The Wives of Rosenstrasse

The Art of Followership

“If I had to reduce the responsibilities of a good follower to a single rule, it would be to Speak Truth to Power”.

- *Warren Bennis*





present

**WEBINAR
WEDNESDAYS**

Q&A

“Ask Rick”



Questions?



Upcoming Webinar

*Top Tools to Improve Your
Negotiating Skills*

*Thursday, October 11, 2018
1:00 PM – 1:30 PM CT*



Presenter: Susan Weston

Register at www.epmsonline.com

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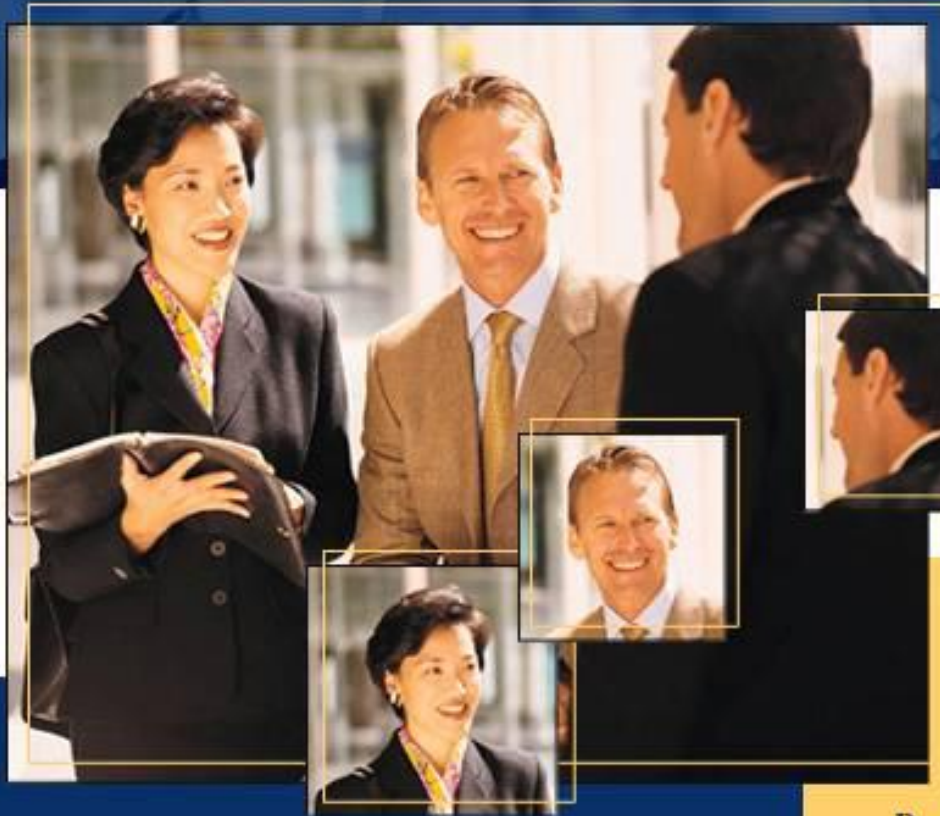
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Thanks!

**Come see us
sometime!**

BYE BYE!

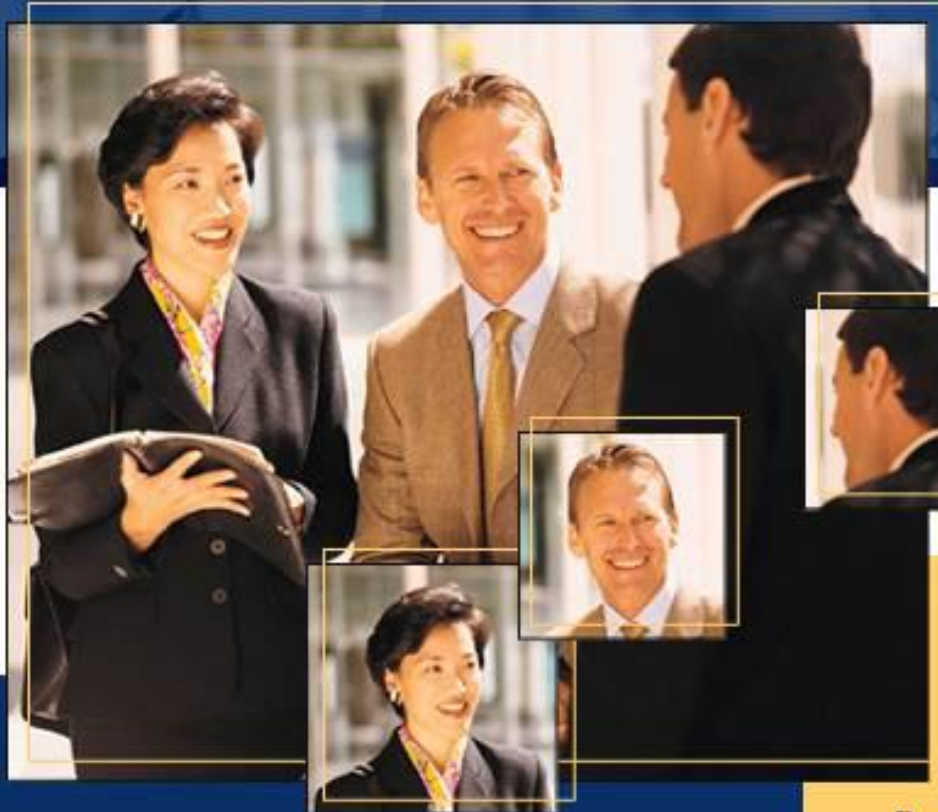




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