

The background of the entire cover is a close-up photograph of sandy terrain with several sets of deep, dark tire tracks. The tracks are from heavy vehicles, possibly construction equipment, and are oriented in various directions, creating a complex pattern of ridges and grooves in the sand. Some dry, thin twigs or grass stalks are scattered across the surface.

STRATEGIC FOLLOWERSHIP

HOW FOLLOWERS IMPACT
ORGANIZATIONAL EFFECTIVENESS

DAVID B. ZOOGAH



Strategic Followership How Followers Impact Organizational Effectiveness

D. Zoogah



Strategic Followership How Followers Impact Organizational Effectiveness:

Strategic Followership D. Zoogah, 2016-04-30 The concept of followership is not new to the extent that it has been around since the beginning of time In the organizational literature followership a complementary role to leadership was ignored until recently when scholars observed that followers play as much of a role as leaders in their relationship to each other Followership is a role in which an individual succumbs to the influence of another person deemed a leader In Strategic Followership Dr Zoogah focuses on the recent phenomenon of strategic followership where an individual behaves in response to a social problem either adaptively or transcendently In this ground breaking work he explores this type of followership and illustrates the various ways it can happen

Theoretical Perspectives of Strategic Followership David Baniyelme Zoogah, 2018-10-25 The concept of followership like leadership is not new to the extent that it has been around since the beginning of creation It is so pervasive in human interactions that attempts to study it are often met with ridicule In the organization literature followership a complementary role to leadership was often ignored until recently when scholars observed that followers have as much a role to play in the leader follower relationship Theoretical Perspectives of Strategic Followership focuses on one type of followership strategic which is an emergent phenomenon Similar to leadership followership has been defined as a role process and capacity Indeed others consider it as socially constructed In addition to the definitions the relatively sparse literature has identified antecedents outcomes and moderators of followership The book combines both the macro strategic management and micro psychological foundations of strategic followership to encourage research not only among strategic management scholars but also those in the micro fields of organizational behaviour human resources management and industrial psychology

Followership Development and Enactment among the Acholi of Uganda David Wesley Ofumbi, 2019-07-25 The industrial era organizations used dualistic leadership theory which regarded followers as objects of leaders influence to socialize them into passive followership irrespective of context and outcome Consequently organizations focused on leadership and condemned active followership as a toxic behavior that sabotages organizational processes and outcomes However the emergence of relational leadership theory in the information era flattened organizational structure which created a greater need for collaboration within and across sectors In this new era organizations cannot survive without responsible individuals who could be productive as both leaders and followers As a result organizations are experiencing high demand for active followership throughout organizational ranks roles and relationships Nonetheless since followership studies are still in their infancy there is hardly any information on how followers develop and enact active followership Whereas some studies established followership identity role and behaviors and identified factors influencing their development none has explored how they do so This study offers a theory of followership development and enactment anchored in a seamless paradigm that can be used to expand leadership theory beyond dualistic tendencies that absolutized the differences among leadership variables despite their seamlessness Therefore it enhances

organizational desire and capacity to develop and engage star followers effectively

Handbook of Global Leadership and Followership Joan F. Marques, June Schmieder-Ramirez, Petros G. Malakyan, 2023-03-29 This handbook integrates the best leadership and followership theories and practices between the Global North West countries of Western individualistic cultures in Europe North America Australia and Oceania and the Global South East countries of Eastern collectivistic cultures in Asia Africa South America and South East Asian and Oceania There is a need to bring the Global North West and the Global South East together to address global challenges such as the climate change global hunger and poverty domestic and international terrorism social justice gender inequality and domestic and global abuse of human and natural resources This innovative volume proposes that the democratic leadership of the Global North West and the human centered followership of the Global South East can transform the world if leadership and followership values education and practices are integrated It utilizes findings from positive psychology social psychology organizational behavior and world religions and contemplative wisdom traditions to highlight the case for global leadership and followership

Followership and Faith at Work Debra J. Dean, Robert B. Huizinga, 2022-02-18 This edited work expands the theory of followership by drawing on biblical examples to illustrate the role of faith in being a better follower Building on previous scholarship the book identifies different types of followers and explores how each type meets the needs of a leader in various scenarios The authors analyze various principles from the lives of followers of Jesus and demonstrate how they apply to modern workplaces Building upon the growing scholarship on workplace spirituality and organizational leadership this book offers practical and theoretical perspectives on integrating faith at work

Global Leadership Gama Perruci, 2018-12-07 The clash of cultures coupled with rapid technological advances seems to be pushing us in paradoxical directions On the one hand the world seems to be falling apart while on the other the world seems to be converging Do we have thoughtful leaders to guide us through these uncertain times As globalization breaks down barriers global leaders are becoming more visible players on the world stage From executives of multinational corporations e g high tech entrepreneurs in Silicon Valley to social activists e g Malala Yousafzai individuals from many different cultural backgrounds and ages are reshaping the way we see global leadership These global leaders have to contend with a variety of transnational contexts that call for different leadership styles This book assesses four of these styles transactional participatory transformational and directive with representative case studies for each It provides practical skills that global leaders must master in order to be more effective at the transnational level cultivating a global mindset developing intercultural communication leveraging diversity and inclusion and managing intercultural conflict Global Leadership is valuable reading for educators in undergraduate and graduate leadership programs practitioners involved in global for profit and nonprofit organizations and leadership educators interested in exploring the impact of technology on global leadership It provides an excellent balance between the study and practice of global leadership

Organizational Leadership John Bratton, 2023-02-04 Understand the reality of contemporary organizational leadership

with the second edition of this thought provoking textbook Through an analysis of key theories and topical issues such as innovation gender power ethics and environmental sustainability the authors deftly illustrate how leadership cannot be extricated from the wider organizational context and why leadership is increasingly seen as a shared endeavour between leaders and followers The book has been fully updated with a new introduction discussing the challenges faced by leaders during the Covid 19 pandemic as well as a Foreword by Mary Robinson NEW to this edition A new chapter on Team Leadership looks at team dynamics the role of technology in teamworking and the challenges arising for virtual teams A new chapter on Leadership and Artificial Intelligence covers the rise of AI and big data and how AI affects the employment relationship and leader follower relations A new Ethical Spotlight feature in all chapters explores ethical issues faced by leaders and encourages reflection Suitable for undergraduate and postgraduate students studying leadership John Bratton is Honorary Professor in the Management School at Queen s University Belfast Northern Ireland

Strategic Leadership: Navigating Organizational Success Dr. Bhumika Achhnani, 2021-12-20 Learn how to navigate organizational success with strategic leadership principles This book provides insights and practical advice for leaders aiming to drive performance and innovation within their teams and organizations

Do Machines Dream of Electric Workers? Luca Solari, Marcello Martinez, Alessio Maria Braccini, Alessandra Lazazzara, 2021-11-16 In our rapidly changing world digitalization is often either the key to survival or the driving force behind organizations success This book examines the impact of digitalization on organizations and the challenges it poses It explores ways of redesigning work improving organizational performance developing employee skills and creating new forms of competition in the market In this context not only the challenges for organizations but also those for the field of organizational studies are considered This compilation is based on a selection of the best papers presented at the annual workshop WOA2020 of the Association of Italian Organization Studies Academics ASSIOA held at the University of Milan Italy in February 2020 The diverse road range of perspectives offered makes the book relevant for scholars and practitioners alike

Advanced Studies in Social Influence and Leadership, Advanced Studies in Social Influence and Leadership Introduction Defining Social Influence The Psychology of Persuasion Conformity and Compliance Minority Influence Social Identity Theory Impression Management Charismatic Leadership Transformational Leadership Transactional Leadership Situational Leadership Servant Leadership Ethical Leadership Gender and Leadership Cultural Influences on Leadership Emotional Intelligence and Leadership Communication Strategies for Leaders Decision making in Leadership Power Dynamics in Leadership Conflict Resolution Techniques Motivating Followers Building Trust and Credibility Fostering Teamwork and Collaboration Organizational Change and Leadership Crisis Management for Leaders Developing Leadership Potential Coaching and Mentoring Emerging Leaders Diversity and Inclusive Leadership Sustainability and Responsible Leadership Leadership in the Digital Age Emerging Trends in Leadership Ethical Dilemmas in Leadership Assessing Leadership Effectiveness 360 degree Feedback for Leaders Leadership Development Programs

Succession Planning and Leadership Transition Cultivating a Leadership Pipeline Measuring the Impact of Leadership Case Studies in Effective Leadership Leadership Lessons from History The Future of Leadership **SITUATIONAL**

FOLLOWERSHIP: New Way to Success for Employee & Organization Ferry Wirawan Tedja, 2023-06-26 Ada suatu kebutuhan besar agar setiap karyawan atau anggota tim menjadi follower pengikut yang efektif di mata pemimpin dan organisasi Di lain pihak karyawan atau anggota tim sebuah proyek kadang merasakan kesulitan besar dalam berinteraksi dengan pemimpin terutama saat pergantian pemimpin yang begitu sering dengan alasan promosi rotasi atau bahkan demosi Mereka kadang tidak tahu bagaimana harus bersikap berkomunikasi atau bekerja sama dengan pemimpin baru dalam suatu departemen atau divisi Situasi ini juga berlaku untuk karyawan yang baru saja pindah dari satu perusahaan ke perusahaan lain menghadapi kejutan budaya baru dan juga pemimpin baru Kegagalan dalam beradaptasi akan menimbulkan kerugian bagi individu karyawan dan organisasi Saya berharap bahwa buku ini memberikan suatu pemahaman wawasan atau keterampilan kepada siapa pun yang bertemu dengan atasan baru baik dalam organisasi yang sama atau berbeda karena pindah pekerjaan Buku ini lahir dari pemikiran saya bahwa menjadi seorang pengikut tidak boleh mati gaya alias hanya mempertahankan kecenderungan perilaku tertentu yang berbasis pada sifat alamiah saja Pengikut bisa mengembangkan perilaku yang efektif ketika berhadapan dengan pemimpin yang berbeda gaya kepemimpinannya *The Nature of Biblical Followership, Volume 2* Kathleen Patterson, Bruce E. Winston, 2023-09-01 From a Biblical perspective followership is an important aspect of leadership and is exemplified in the lives of numerous individuals in the Bible These examples offer valuable guidance for how followership can be applied in modern organizations Divided into three parts this volume presents biblical models of followership and case studies of biblical leaders and followers examines followership within organizational contexts and delves into the impact of gender race emotional intelligence and cultural intelligence on effective followership Overall this work contributes to the emerging field of followership in organizational leadership research with a particular emphasis on the Biblical perspective but also relevant to broader leadership studies **Impact of Strategic Leadership on Employee Creativity and Employee Performance in Telecom Sector of Pakistan Moderating Role of Trust** Muhammad Irfan, 2023-09-22 Master s Thesis from the year 2023 in the subject Leadership and Human Resources Miscellaneous grade B language English abstract The purpose of this study is to investigate the impact of strategic leadership on employee creativity and employee performance by analyzing Strategic leadership s various dimensions client centricity business development operational efficacy and organizational creativity This impact is analyzed through influencing role of trust and also to what extent trust impact on relationship between strategic leadership and employee creativity as well as strategic leadership and employee performance Leadership for Follower Commitment David Cooper, 2012-05-16 This text challenges management to adopt an approach that is conducive to improved employer employee relations and that will enhance the organizations ability to learn and compete within a knowledge based economy Practical

measures and behaviour viewed as appropriate in an industrial commercial and public sector setting are discussed analysed and offered as good practice Leadership for Follower Commitment provides research based case studies a linking of theory research and practical managerial experience an emphasis on psychological forces employee motivation and perceptions of management action This text is invaluable to students studying Organizational Behaviour Business Occupational Psychology Human Resource Management and Human Resource Development at both undergraduate and MSc MBA level It is central to Professional executive development courses *Handbook of Psychology, Industrial and Organizational Psychology*, CafeScribe Walter C. Borman, Daniel R. Ilgen, Richard J. Klimoski, 2003-03-10 Includes established theories and cutting edge developments Presents the work of an international group of experts Presents the nature origin implications an future course of major unresolved issues in the area *Humanistic Leadership Practices* Pingping Fu, 2024-02-29 This edited volume offers a comprehensive analysis of humanistic leadership bringing together authors with experience working in different cultures to demonstrate that humanistic leadership exists everywhere and has enabled companies to sustain all over the world There is a high volume of evidence that executive education has significant influence in the decisions of executives and upper managers in business government and other institutions However in spite of the many different leadership theories in existence there is a severe deficit of research and literature addressing the specific needs of organizations for integrating the human dimension This book highlights different cultural case studies from around the world to demonstrate that humanistic leadership is the model that best enables employees to thrive and businesses to sustain Part of the popular Humanism in Business series this book will be of great interest to academics students and practitioners of leadership and human resources People are realizing that leadership today requires more than just managing an organization well for the purpose of maximizing profit In this important book several authors explore the defining characteristics and behavior of what are becoming known as humanistic leaders Humanistic Leadership in Different Cultures is a powerful and inspiring accompaniment to bodies of work about servant leadership and quantum leadership and adds the dimension about how these are practiced in different cultures I recommend it highly Danah Zohar Author of The Quantum Leader and Zero Distance

Key Factors and Use Cases of Servant Leadership Driving Organizational Performance Pressentin, Maria, 2021-12-03 Effective leadership is a major influence in the value creation for the success and sustainability required for organizations to thrive Servant leader or service minded behaving leader motivation and interactions tend to promote exemplary performance and collaboration in organizations This is a 21st century must have workplace applicable style to develop cohesive high performing teams purposeful and engaging environments and build trust and organization vitality Key Factors and Use Cases of Servant Leadership Driving Organizational Performance provides findings and recommendations to support practical application of servant leadership theory for the 21st century economy Moreover the book seeks to share evidence of how servant or service mindset and behavior oriented leaders might mitigate organizational existing conditions to promote team

member empowerment through servant like interactions as a result influencing their performance Covering topics such as empathetic leadership and employee satisfaction it is ideal for executives managers researchers practitioners aspiring leaders educational institutions libraries academicians consulting firms and students **Exploring Distance in**

Leader-follower Relationships Michelle C. Bligh, Ronald E. Riggio, 2013 Leaders face new challenges as they cope with changes in culture technology and the workplace In this edited volume based on a conference at Claremont scholars of leadership studies from three continents discuss the latest psychological research on interpersonal leader follower relations The book tackles the impact of distance physical interpersonal and social on our organizations governments and societies

Follower-Centered Perspectives on Leadership Mary Uhl-Bien, Raj Pillai, Michelle C. Bligh, 2009-03-01 The majority of leadership theories and studies have tended to emphasize the personal background personality traits perceptions and actions of leaders From this perspective the followers have been viewed as recipients or moderators of the leader's influence and as vehicles for the actualization of the leader's vision mission or goals One of the major challengers of this dominant view was the late James R Meindl As an alternative to the leader centric perspective on leadership Meindl offered a follower centric approach that views both leadership and its consequences as largely constructed by followers and hence influenced by followers cognitive processes and inter follower social influence processes As a tribute to Jim Meindl and his contributions to the field of leadership studies Information Age Publishing is releasing a book on follower centered approaches to leadership The book covers a wide variety of perspectives that acknowledge the active roles of followers in the leadership process These include the psychoanalytical perspective leadership categorization theory social identity theory the shared leadership approach attribution of charisma through social networks the role of the media in constructing images of the leader the social construction of followership vision implementation by followers and a post modern approach to followership It is hoped that the volume will provoke readers to reflect upon and extend Jim Meindl's seminal work on followership and practitioners curious about the nature of research on leadership both those with much research exposure and those new to the field **A Comparative Analysis of Traditional Leadership and E-Leadership with Special Reference to IT**

Industry in India Dr. Kasturi Sahay,

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