

# UNLOCK YOUR LEADERSHIP POTENTIAL THE POWER OF EFFECTIVE FOLLOWERSHIP

**Onsite** — 2 days

Organizations often talk about leadership, but very rarely talk about followership. However, we will never be good leaders without good followers. Without good followers, an organization will not be able to adapt to the very rapid changes occurring today and will even be vulnerable to collapse. Surveys state that organizational success is only 20% determined by the leader and 80% by the followers.

A leader is great because behind him there are people who are willing and able to support, complement and even dare to give input to their leader. A good follower is one who can generate ideas and value. They are people who are critical, determined, creative, capable and firm. They don't just work like robots and carry out the leader's orders to make a profit. Referring to the above, it is not only leaders who influence followers, but followers can also influence leaders.

However, in practice, the role of followers is rarely discussed in organizations and society. Many failures occur simply because organizations are too busy producing great leaders but forget to create great followers. For this reason, this 2-day training is very important because it will help organizations prepare their employees as quality followers.

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## Learning Objectives

- Participants have the right paradigm as effective followers
- Participants have the qualities needed to become effective followers
- Participants are willing and able to provide the support needed by superiors in achieving their goals

## Learning Scope

### Day 1

- **Why followership?:**
  - The Myth of Leadership
  - Misconceptions & Realities of Followership
- **Rethinking and Redefining Followership:**
  - Why become a Follower?
  - The Power of Followership
  - Followership: The New Leadership
- **Identifying Your Followership Style (Self Assessment)**
- **Five Followership Styles:**
  - Alienated Follower
  - Passive Follower (Sheep)
  - Conformist Follower
  - Pragmatic Follower
  - Effective Follower
- **Self Evaluation (knowing the gap)**

### Day 2

- **Group Discussion:**
  - Case Analysis
- **The Skills of Exemplary Followers (p. 128):**
  - Job Skills
  - Organizational Skills
  - Values Component
- **Managing Superior**
  - Lead Up Principles
  - Expanding Circle of Influence
- **Action Plan & Wrap Up**

## Learning Methods

- Lecturing
- Self-Assessment
- Group Discussion
- Short Film
- Inspirational Games
- Quizzes

## Participants

This program is designed for anyone with a boss/leaders.

## Consultant



MAWAR SHEILA

Mawar has great expertise and interest in development and training. In the areas of consulting, she has facilitated a variety of development programs such as Leadership, Supervisory, Coaching, Counseling & Mentoring, Communication, Training for Trainers, Change Management, Conflict Management, Recruitment & Selection.



RUBEN SARAGIH

Ruben has expertise in leadership, performance management, and business processes. He is a founder of Indonesia Happiness Club. Ruben has 20 years of career experience in a variety of large companies ranging from services, retail, distribution, and manufacturing which in the last 5 years at the level of directors.



WAHYUNINGSIH

Wahyuningsih is specialized in Human Resource and Personal Development subject, she's also has exposure for more than 20 years in banking company. She's experienced in the field of Employee Selection, Training Program and Personal Development, HR Services and HR Business Partner.

*\*Subject to availability*

**Tuesday - Wednesday**

08.30 - 16.00 WIB

19 - 20 August 2025

Investment

**IDR 6.900.000,-**

*Subject to 11% VAT.*

### Early Bird:

- Investment fee deduction of 10% for payments made 5 (five) days prior to the program commencement
- For corporate partnership or deals, please contact our Business Partnership Officer +62 811-1991-1168 (Phone/Whatsapp)