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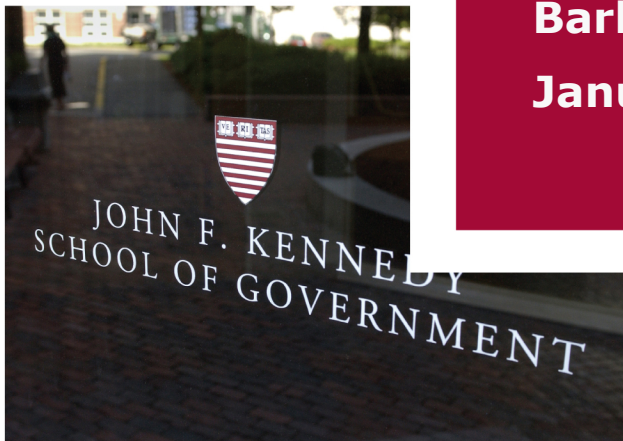


LEADERSHIP -

**IT'S NOT A PERSON...
IT'S A *SYSTEM!***

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Leadership Industry

Some \$50 billion annually is being spent on Leadership Development. Key assumptions include...

- Leadership can be taught.
- Leadership can be learned by anyone and everyone.
- Leadership can be learned quickly and easily.
- Leaders are all-important - followers are unimportant.

BUT...

- Since the inception of the “leadership industry” no good evidence of leadership betterment.
- Bad leadership is ubiquitous.
- Absence of respectable metrics.
- Leader attribution error prevails and persists.
- Leadership remains an occupation – not a vocation, not to speak of a profession.
- Leadership is a System – not a Person!

Leadership in the Time of Trump

- President Donald Trump
- The American People
- The American Context
- The Global Context

Leadership – It's a *System!*

Three Equal Parts...

- Leaders
- Followers
- Contexts

Followership

- Never-Follow Fallacy
- We are raised to follow – and praised for following.
- There is no leader without at least one follower.
- ***Leadership is a relationship.***
- Too many “leaders” – too few followers.
- Individualism at the expense of communitarianism.

Followers in the 21st Century

- Followers are subordinates who have less power, authority, and influence than do their superiors and who therefore usually, *but not invariably*, fall into line.
- Followers in liberal democracies have become entitled, emboldened, and empowered.
- Who are they? You and me. Public, press, clients, customers, consumers, students, parents, patients, boards, activists, protesters, organizers, employees, bloggers, influencers, entrepreneurs, trollers, etc.
- Followers in autocracies – see under China and see under Hong Kong.

Types of Followers

- Isolates, Bystanders, Participants, Activists, and Diehards.
- Conceptualize Followers of Trump – Isolates, Bystanders, Participants, Activists, and Diehards.
- Who are *Your* Followers? How Well Do You Know Them? What is it About Them that You Know? Their needs? Wants? Wishes? Demands? What is Your Relationship to your Various Constituencies? Has this Relationship Changed in Recent Years and if so How? How Might these Relationships be Improved?

Followership – Facts

- Followers are important when they do something.
- Followers are important when they do nothing.
- Overestimated in the 21st Century: Leaders' Power, Authority, and Influence.
- Underestimated in the 21st Century: Followers' Power and Influence.
- Leaders are fungible; followers are fungible.

Contexts - General

- Contexts – plural
- Contexts – up close
- Contexts – more distant
- Contexts – temporal
- Contexts – USA 2021 (history, ideology, economy, institutions, politics, technology, media, money, factionalism, etc.)
- Contexts – Global 2021 (VUCA)

Contexts – Specific to You

- Contemporaneous Culture of the Church
- Contemporaneous Culture of *your* Church
- Impact of Technology
- Your Community in the Here and Now
- The Clergy as it Pertains to You
- The Laity as it Pertains to You
- The Relationship between the Clergy and the Laity as they Pertain to You
- Which Other Components of Context Would You Single Out as being Important to You?

Leadership 2021

- Roles of Power, Authority, and Influence.
- Roles of Leaders and Followers.
- Roles of Hierarchies
- Roles of Leaders and Followers
- Leading in Liberal Democracies
- Changing Conceptions of Expectations.

LEADERSHIP – IT'S A *SYSTEM*!

- Think leaders. *And* followers - others. *And* contexts.
- Leadership is not a person - this is *not* all about *you*.
- Look largely *out* – *not* largely in.
- **Leadership is a system with three parts – each of which is *equally* important, each of which merits your *equal* attention.**