

Head Honcho or Assistant?

If I were to do a ratio of leader to follower on myself, I have always believed I am about 70/30. However, this paper has changed my frame of my mind. For this journal I am going to stray a little away from Daudelin. I will not state so much a problem, but I will ask question. Will this paper help me understand if I am a leader or a follower?

When it comes to introversion and extroversion I definitely fit in the former category. My past self has always entered projects or groups where I bring specific knowledge that is required, I am a master of my trade, and becoming a leader came very naturally. I just had to share my skill/knowledge. This paper has turned that around. Nobody in this course is a master of the simulation and everybody is going in blind, this could actually be stipulated as the problem. Reading Pearce & Manz, (2005) was interesting because I have always believed that leadership is very top down, prestigious and a ladder you had to climb, a notion that this article refutes and calls a "myth." This is quite refreshing as I have a chance now to figure out where I fit in, and if a leader or follower in an organisation exists at all in the 21st Century.

Mikes Bikes relates to the concepts of self and shared leadership (Pearce & Manz, 2005). Self-leadership relating to our individual roles, therefore "leading ourselves," and shared leadership where there is mutual influence and full empowerment of each team member. Could this mean that we are all therefore 'effective followers' (Kelley, 1988)? An 'effective follower' is someone who can self-manage, is committed to a team goal, is proactive in increasing their knowledge and they are brave and honest (Kelley, 1988). This approach relates to our team much more than top-down management. Will this be the case over the next six weeks, we are yet to find out.

This week reflects a lot of my musings. Yes, we have a CEO, but we all have shared leadership where we are responsible together and the outcome depends on this unity. We also have to walk away from each meeting and find individual time to reflect, learn and improve, aspects relating to self-leadership. Regarding myself, I have to figure out where I fit into this dynamic, and this is a work in progress. But I will be honest, I am relieved to learn that hierarchical leadership is a thing of the past.

References

Pearce, C., & Manz, C. (2005). The new silver bullets of leadership: The importance of self- and shared leadership in knowledge work. Management Department Faculty Publications. Retrieved from <http://digitalcommons.unl.edu/managementfacpub/72>

Kelley, R. E. (1988). In praise of followers. Harvard Business Review, 66(6), 142–148