Followership & Leadership

A Perspective from Ballroom Dancing













Drew Shefman

Senior Software Engineer at Disney (Disney Entertainment & ESPN Technology)













Pam Shefman

Executive Director,
Planning and
Assessment
at
University of Houston Clear Lake







Meet your neighbors

Introduce yourself to people near you







Our Ballroom History





Professional Followership & Leadership Experience







University of Houston Clear Lake







Expectations



01

Talk

Info sharing and context building

03

Participation

Standing, moving, and role playing in pairs



Interaction

Shake hands, surveys, and brainstorming

04

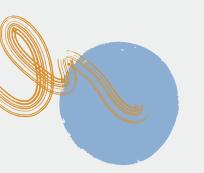
Engagement

Applying concepts





Unlike the plethora of leadership learning aids, ballroom offers a visual and tactile microcosm into followership with immediate synchronistic parallels to leadership.







-101-Ballroom Dancing













2 Styles

Traveling

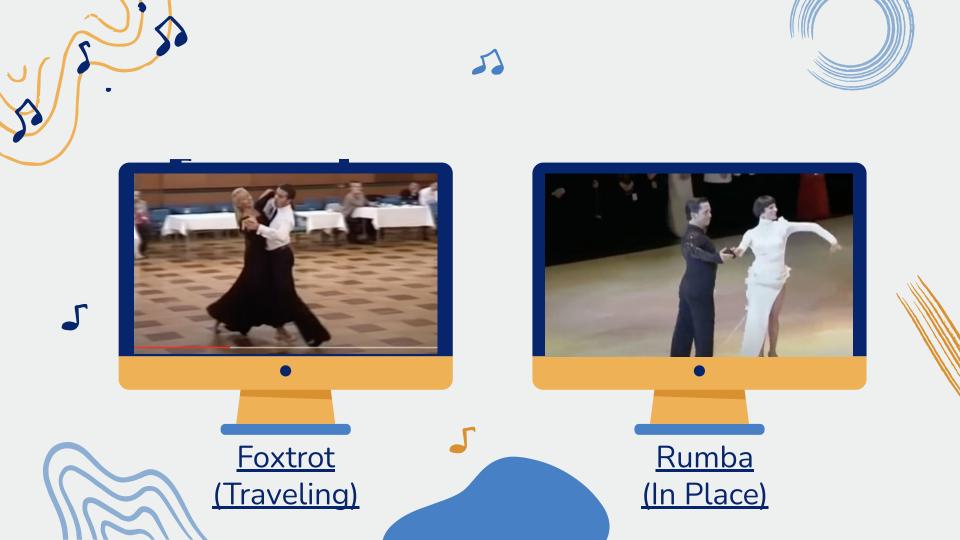
Moving around the floor with the follow generally going backwards



In Place

The lead and follow might rotate around each other, but generally stays in place









Core Elements





Commitment to Engage







Definition: Vulnerable Trust

Vulnerable trust is where an individual willingly <u>places</u> themselves in a position of potential risk from another party, despite the possibility of harm or betrayal.







Vulnerable Trust







Followership

Responsiveness

Commitment to Engage

Vulnerable Trust





Definition: 2-Commitment to Engage

Commitment to engage is a dedication to activities that promote the outcome (the dance, the product) after an acceptance of the invitation







Commitment to Engage



It starts at the point of agreement when one person asks another to join them



Choosing this partner, for this song, at this moment



Matching the energy levels, Like a good handshake









VIDEO: Foxtrot

Watch for follower engagement











Followership

Responsiveness

Commitment to Engage

Vulnerable Trust





Definition: Responsiveness

Responsiveness is the quality or ability to react quickly and positively to requests or changes. It involves a combination of promptness, attentiveness and adaptability









Responsiveness

- Listening for cues then interpreting intention and reacting to and delivering on them
- Communicating opportunities that might not be apparent
- Providing power, direction or improvisation based on
- environmental factors
 - Responding to unexpected things: obstacles, people, slick or sticky spots











VIDEO: Rumba

Watch for follower responsiveness











Followership

Responsiveness

Commitment to Engage

Vulnerable Trust









Followership

Responsiveness

Commitment to Engage

Vulnerable Trust







needs



Given — When - Following

LeadersThen...

- 1 Trust
- **2** Engagement
- **3** Responsiveness









Competent



Understanding leadership skills and capabilities

Considerate



Understands follow's skills and circumstances

Reliable





Consistently providing something that can be followed

Communicative







Maintains connection, decides path, listens for guidance from follower





-03-Kinetic Example

This is your invitation to be a follower...







Trust Lesson





- Self-talk and doubt
- Location of trust









Responsiveness. Lesson



Moving as a follower and leader

- Navigate around the room
- Change strides or directions











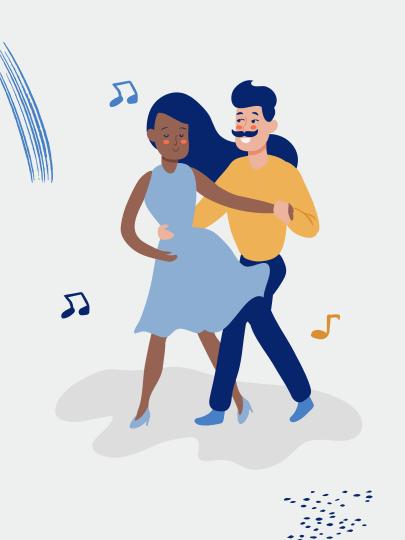


Commitment to Engage













Note if there is time we can actually teach a mini-dance lesson











-Thank you—

Contact info

dshefman@squaredi.com

https://www.linkedin.com/in/drewshefman/

pshefman@gmail.com

https://www.linkedin.com/in/pamelynshefman/

CRÉDITOS: Esta plantilla de presentación fue creada por **Slidesgo**, que incluye iconos de **Flaticon**, and infografías e imágenes de **Freepik**

Por favor, conserva esta diapositiva para atribuirnos