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## Followership: How Followers Are Creating Change and Changing Leaders (Hardback)

By Barbara Kellerman

Harvard Business Review Press, United States, 2008. Hardback. Condition: New. New. Language: English . Brand New Book. This groundbreaking volume provides the first sweeping view of followers in relation to their leaders, deliberately departing from the leader-centric approach that dominates our thinking about leadership and management. Barbara Kellerman argues that, over time, followers have played increasingly vital roles. For two key reasons, this trend is now accelerating. Followers are becoming more important, and leaders less. Through gripping stories about a range of people and places--from multinational corporations such as Merck, to Nazi Germany, to the American military after 9/11--Kellerman makes key distinctions among five different types of followers: Isolates, Bystanders, Participants, Activists, and Diehards. And she explains how they relate not only to their leaders but also to each other. Thanks to Followership, we can finally appreciate the ways in which those with relatively fewer sources of power, authority, and influence are consequential. Moreover, they are getting bolder and more strategic. As Kellerman makes crystal clear, to fixate on leaders at the expense of followers is to do so at our peril. The latter are every bit as important as the former, which makes this book required reading for superiors...



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