

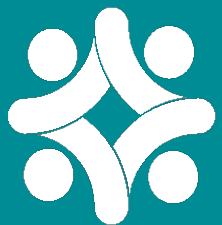
FOLLOWER-CENTERED LEADERSHIP: EVERYTHING YOU NEED TO KNOW YOU LEARNED IN COLLEGE

Jerry W. Askew, Ph.D.
President, Alliance for Better Nonprofits



Alliance for
Better Nonprofits

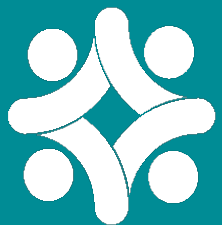
RESEARCH BY:
ARTHUR CHICKERING



Alliance for
Better Nonprofits

PSYCHO-SOCIAL THEORY

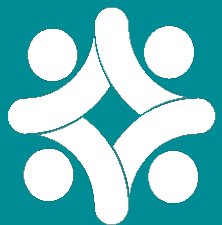
- The “What” We Worry About and the Tasks We Must Accomplish
- Key: Issues Recycle Throughout Life



Alliance for
Better Nonprofits

KEY ASSUMPTION:

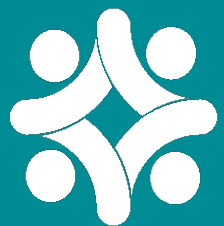
- Associates will not be able or willing to embrace organizational goals until personal issues are resolved effectively.



Alliance for
Better Nonprofits

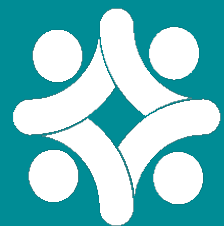
DEVELOPING COMPETENCE

- Intellectual
- Social/Interpersonal
- Manual



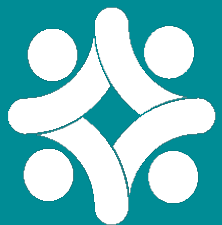
Alliance for
Better Nonprofits

MANAGING EMOTIONS



Alliance for
Better Nonprofits

MOVING THROUGH AUTONOMY TOWARD INTERDEPENDENCE



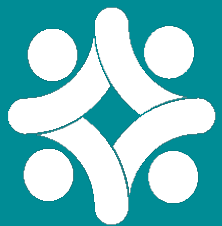
Alliance for
Better Nonprofits

ESTABLISHING IDENTITY



Alliance for
Better Nonprofits

DEVELOPING MATURE INTERPERSONAL RELATIONSHIPS



Alliance for
Better Nonprofits

DEVELOPING PURPOSE



Alliance for
Better Nonprofits

DEVELOPING INTEGRITY

LEADERSHIP QUESTION:

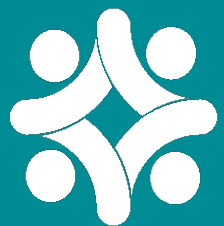
Are happy workers really productive workers?



Alliance for
Better Nonprofits

LEADERSHIP QUESTION:

Does your organizational culture enable/empower your staff to address the psycho-social issues that may be hindering their personal growth and the realization of your organizational potential?



Alliance for
Better Nonprofits

ALLIANCE FOR BETTER NONPROFITS

BETTERNONPROFITS.ORG

865-313-2077



Alliance for
Better Nonprofits