



ISAC Leadership Seminar

February 25, 2025 | Renaissance Des Moines Savery Hotel

What do you really think about followers and their value? Who are more important to an organization: leaders or followers? Are *you* a leader or a follower? This in-depth workshop will explore answers to questions like these by engaging participants in contemplative illustrations, exercises, and table activities. Key topics include follower as role, reimagining leadership as a system, unspoken follower perspectives, and the key characteristics of effective followers. Leaders will gain insights into their responsibilities for encouraging and supporting *effective* followers. Followers will learn what they must do to be exemplary and effective. Together, leaders and followers will learn how a focus on followership and follower development may be more important to high levels of organizational performance than leadership development.

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| 8:30 am – 9:00 am | Registration and Morning Refreshments |
| 9:00 am | Welcome
Andrea Woodard, ISAC Executive Director |
| 9:15 am – 10:15 am | Followership: What do you really think?
Mark Rennaker, Ph.D., Division of Leadership and Followership Studies,
Indiana Wesleyan University |
| 10:15 am – 10:30 am | Break |
| 10:30 am – 11:45 am | Followership: Who are you, really? |
| 11:45 am – 12:30 pm | Lunch |
| 12:30 pm – 1:30 pm | Followership: What do they do? |
| 1:30 pm – 1:45 pm | Break |
| 1:45 pm – 2:30 pm | Followership: What now (so what?) |