



# LEAD AND THEY WILL FOLLOW

**Trina Redford  
Industrial Hygienist  
National Naval Medical Center  
Industrial Hygiene North  
Philadelphia, PA**

# OBJECTIVE

- Identification of an effective leader.
- Identification of essential qualities for the recruitment of followers within the profession and community utilizing outside resources and material from the Future Leader Institute.



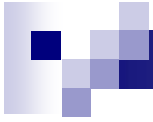


# Definition-Leader

- One that leads or guides.

*Webster's Dictionary*

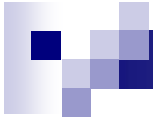




# Leadership

- Is it a calling?





# Characteristic of an Effective Leader

- Honest
- Competent
- Inspiring
- Forward-looking





# Six Principles of Effective Leadership

- Principle 1: Leadership begins with greater self-knowledge.
- Principle 2: Leadership Is Not Simply Good Management.
- Principle 3: Leadership Must Be Earned.





---

# Six Principles Effective Leadership

- Principle 4 : Motivation Begins With the “G” Word–Goal and Ends With the “P” Word- Participation.
- Principle 5: Planning Is Not All There Is.
- Principle 6: Building Relationship Is a Leadership Imperative.





---

# Six Skills of Effective Leadership

- Communication.
- The ability to recognize which of the three practical roles to play as a leader.
- Motivation through “inward marketing”.
- Risk Management and handling fear.
- Problem solving.
- Relationship renewal.





# Follower

- One that follows the teaching of another.

*Webster's Dictionary*





# Three Categories of Followers

- Those who are disinclined to act.
- Those who might be inclined to lead.
- Those who simply do not know.





---

# Why Follow ?

- Balance performance require functional and cross-sectional excellence.
- Excellence built on individual and team contributions.
- Goals and accomplishments shall be continuous rather than periodic.
- What really matters most can be qualitative or quantitative.





---

# Problem with Following

- It's not a childhood aspiration.
- Not included in criteria for colleges, professional schools, scholarships or awards.
- It's often condemned as a mindless denial of basic humanity.





# Recruiting Quality Followers

- Look into individuals past.
- Assisting the follower with achieving the eight hierarchy of doubt.



# Hierarchy of Doubt





# Quotes

“An organization only moves at the rate of speed of the leaders who set the pace” ... “If leaders don’t feel that a job can be accomplished, they should step aside. Leaders don’t have the luxury of not being optimists.”

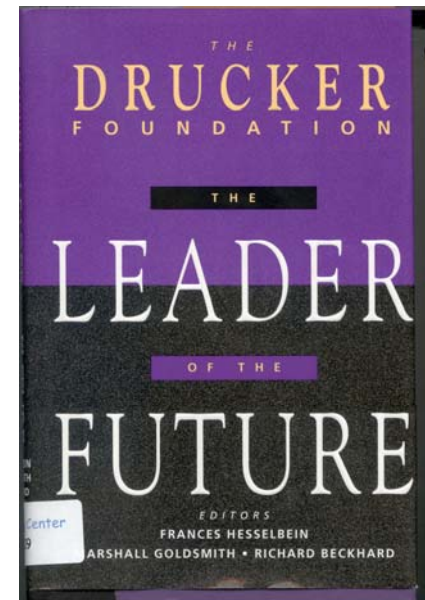
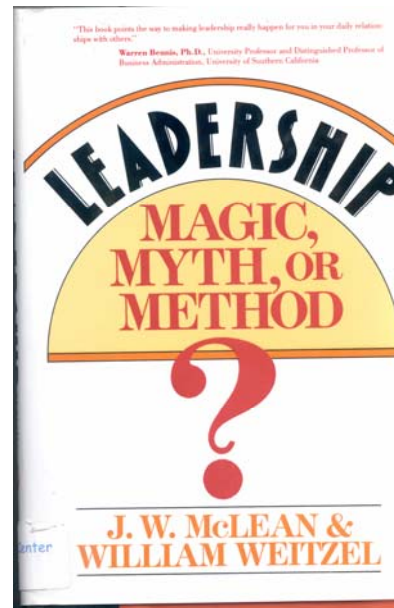
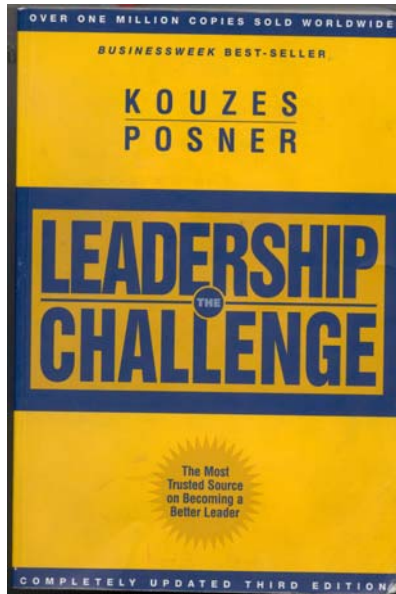
Marsha Evans ...

“ We are prone to judge success by the index of our salaries or the size of our automobiles, rather than by the quality of our service relationship to humanity.”

Martin Luther King ...



# Resources





# Thanks!!!

**For Additional Information:**

**[TYRedford@bethesda.med.navy.mil](mailto:TYRedford@bethesda.med.navy.mil)**

