

Angelo Caserta

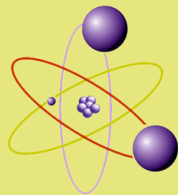


is CEO and Senior Consultant of FAIRconsultancy, a training and consultancy company in Brussels.

He has over 17 years of experience in leadership-follower-ship, adult and non-formal education, organisational and personal development, strategic planning, fund-raising and financing strategies, policy and research, conflict transformation, facilitation

and mediation, evaluation.

Angelo Caserta has been working with networks of Civil Society Organisations, Private Foundations and Governmental Agencies.



Stefano Masci






is CEO at Com.e a consultancy and training agency in Rome.

He worked for over twenty years in different companies as consultant in the area of Relational Processes Analysis.

He works as counselor in personal development and groups and personal empowerment.

Stefano Masci teaches at the Rome University a master in "Organisation, Leadership and strategies for change".

For teams (**leaders** and **followers**) of non-profit organisations who want to learn creative, out-of-the-box and cutting-edge theories and methods to:

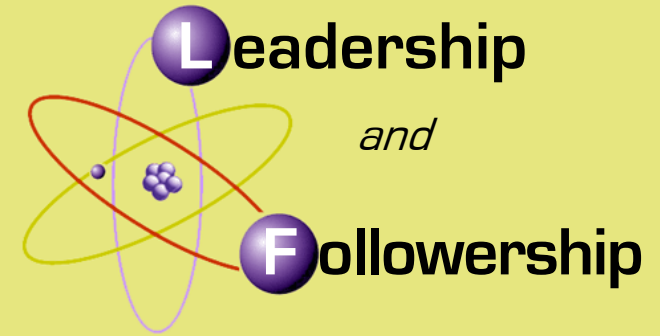
-  Empower followers to **effectively talk to and partner** leaders and to **courageously participate** in shaping and advancing the team's goals and the organisation's vision.
-  Empower leaders to **courageously foster and nurture** a climate of **fellowship and participation**, encouraging followers to step-up to a more proactive role of responsibility.
-  Contribute to the organisation's success by **transforming and improving** the leader-follower relationship.

Participation cost:
350 Euro + VAT (21%)

For info and registration:
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Transforming and improving



relations in the non-profit sector

*An innovative training
to empower non-profit organisations
in difficult times*

Leaders rarely use their power wisely or effectively over long periods unless they are supported by followers who have the stature to help them do so.

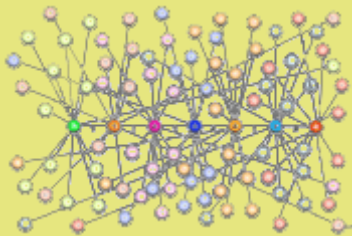
Ira Chaleff, "The Courageous Follower"

Brussels, 25-26 September 2009

In times of **leadership crisis** organisations tend to focus almost entirely on the leaders.

True: non-profit organizations are successful - or not - partly on the basis of how well their leaders (board, directors) lead and are able to drive the organisation through an increasingly complex and competitive environment.

Yet, an organisation's success depends also in great part on how well and courageously its followers (staff, interns, volunteers) perform their role.



Despite empirical findings show the limitations of the conventional leadership theory, still the stand-alone, uni-directional leadership approach dominates discourse and practice.

Little attention is paid to followership and even less to leadership/followership relations.

However, **without good followers, there are no good leaders.**


Leaders and followers are not separated structure or individuals, but actively constitute each other.





Leaders and followers exist in a mutually beneficial relationship where each adds to the effectiveness of the other and of the organisations.

In today's organisations, **healthy leadership-followership relations** are needed to ensure success and sustainability.

This is even more true in difficult times, when the environment becomes more competitive or hostile and the organisation and its people find themselves under stress.

 What is the **role of the follower** and how does it affect leadership behaviour and effectiveness?

 How can members of a team **participate more effectively** to create a dynamic partnership with their leader?

 How can leadership/followership relations determine the **organisation's success or failure**?

Learn it through this inspiring 2-days course!

Any organisation is a triad consisting of leaders and followers joined in a common purpose. The purpose is the atomic glue that binds us. It gives meaning to our activities. Followers and leaders orbit around the organisation's purpose; followers do not orbit around the leader.

Ira Chaleff, The Courageous Follower

First day

Second day

- Leadership and followership: **theory and practice**
- Building healthy leader-follower **relationships**
- From hierarchy to holarchy: towards **partnership and fellow-ship**

- Constructive communication: **talk effectively** to your leaders and **listen effectively** to your followers
- **Making possible the seemingly impossible:** creative thinking, force of change



- **Conflict management**, de-escalation, resolution and transformation
- Getting out of the Karpman triangle: the **Rescuer, Persecutor, Victim** dynamic

- **The courageous follower:** be responsible, serve, challenge, participate
- **The courageous leader:** listen, delegate, trust, engage



The people who turn out to be the best leaders are those who have previously been the best followers.

Alexander Haslam