

16th Annual Kravis-de Roulet Leadership Conference

Rethinking Followership: New Paradigms, Perspectives, and Practices

Friday, February 24, 2006
Claremont McKenna College

8:30 – 9:00 am	Registration & Continental Breakfast	Forum/Pickford
9:00 – 9:15 am	<i>Welcome</i> CMC President Pamela Gann, CGU President Robert Klitgaard	Pickford
	<i>Conference Overview & Goals</i> Ron Riggio, Jean Lipman-Blumen	
9:15 – 10:00 am	Panel Discussion	Pickford
	<i>Conference Vision and Courageous Follower Model</i> Ira Chaleff, Gene Dixon	
10:00 – 10:45 am	<i>Reflections on Followership</i> Robert Kelley	Pickford
10:45 – 11:00 am	Break	
11:00 – 12:10 pm	Panel Discussion	Pickford
	<i>Encouraging Effective Followership</i>	
	Bill Cornwell <i>Foundations for “Active” Followership</i> Gail Williams <i>For the Sake of Our Future: Nurturing and Sustaining a Healthy Leader-Follower Dynamic</i>	
	Linda Hopper <i>Followership as Cultural Transformation</i> Brent Uken <i>Followership in a Corporate Setting: The Ernst & Young Corporate Finance Experience</i>	
12:10 – 1:30 pm	Lunch Presentation	Athenaeum
	<i>An Outmoded Concept</i> Joe Rost	

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1:30 – 2:10 pm	<i>What Can Milgram's Obedience Experiments Contribute to Our Understanding of Followership?</i> Thomas Blass	Pickford
2:10 – 2:50 pm	<i>Toxic Followership</i> Barbara Kellerman, Jean Lipman-Blumen	Pickford
2:50 – 3:10 pm	Break	
3:10 – 4:10 pm	Concurrent Sessions	
	<u>A. Paper Session</u>	Bauer Forum
	Kim Hinrichs <i>An Empirical Study of the Effects of Leadership Self-Efficacy, Leadership Beliefs, and Self-Monitoring on Follower Moral Responsibility</i>	
	Paul Arsenault <i>Using the Social Constructive Perspective to Investigate Charismatic Leadership</i>	
	Nick Warner <i>A Two-Way Street: Successful Leader-Followership in American Film</i>	
	<u>B. Panel Discussion</u>	Pickford
	<i>Orbiting the Purpose - The Power of a Changing Dynamic</i> Carol Sawyer, Arleen Elseroad, Joseph R. Gully, Greg Hinrichsen, Pam Jordan, Michael Villaire and Jeannette Vagnozzi	
4:10 – 5:00 pm	<i>Through the Paradigm Shift: Five Easy Steps</i> Emily Levine	Pickford
5:00 – 6:00 pm	Wine & Cheese Reception	

**Saturday, February 25, 2006
Claremont McKenna College**

8:30 – 9:00 am	Registration & Continental Breakfast	Forum/Pickford
9:00 – 9:10 am	Welcome	Pickford
9:10 – 9:45 am	<i>Why People Follow the Leader</i> Michael Maccoby	Pickford
9:45 – 10:45 am	Concurrent Sessions	
	<u>A. Panel Discussion:</u>	Bauer Forum
	<i>The Follower as Leader in Knowledge Work</i> Craig Pearce, Susan Murphy, Jay Conger	
	<u>B. Panel Discussion</u>	Pickford
	<i>The Role of Followers in Creating Leaders</i> Michelle Bligh, Raj Pillai, Jeff Kohles	
	<i>When followers become leaders: Identity processes in cohesive groups</i> Michael Hogg	
10:45 – 11:00 am	Break	
11:00 – 12:10 pm	Concurrent Sessions	
	<u>A. Paper Session</u>	Bauer Forum
	Ernie Stech <i>Neither Follower nor Leader be...</i>	
	Lois Melina <i>Followership in the Women's Liberation Movement</i>	
	Lorna Blumen <i>Bullying Prevention: The Importance of Leadership by Bystanders</i>	
	Joshua Tabor <i>An Exploration of Undergraduate Perceptions of Followership using the Zaltman metaphor elicitation technique</i>	
	<u>B. Panel Discussion</u>	Pickford
	<i>Closing the Gap: Follower Management of Distance from Their Leader</i>	
	Facilitator: Kimberly Jaussi, Panelists: Laura Erskine, Mary Sully de Luque, Raymon Aldag, Allen Bluedorn	

**Saturday, February 25, 2006
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12:15 – 1:30 pm	Lunch	Athenaeum
1:30 – 2:15 pm	<i>Three Perspectives on Followers</i> Jon Howell, Maria Mendez-Rodriguez	Pickford
2:15 – 3:15 pm	Panel Discussion <i>Research Agenda on Followership</i> Bruce Avolio, Mary Uhl-Bien, Robin Martin	Pickford
3:15 – 3:45 pm	Discussion Break	
3:45 – 5:00 pm	Panel and Audience Discussion <i>What's Missing? Next Steps and Conference Wrap-Up</i> Georgia Sorenson, Ira Chaleff, Jean Lipman-Blumen, Dick Ellsworth	Pickford
5:00 – 6:00 pm	Wine & Cheese Reception	