

WHAT YOUR FOLLOWERS WANT YOU TO KNOW....

Followers need to understand the scope of your role as their leader. What is your authority and 'reach'. How do your responsibilities differ from theirs? What do you do that they don't (or can't)? What resources, help, assistance can they expect from you?

Avoid phrases that are too general here. "I'm here to look after you lot!" doesn't cut it for your followers and is frankly patronising.

CLARITY OF JOB DESCRIPTION

In most job descriptions there is the catch-all phrase as per the box on the right...

"Or any other duty commensurate with your role deemed necessary by your immediate manager"

In other words – whatever is asked of you by the boss – you'd better do it! However, we all know that it's a bit more subtle than this!

Followers want (and need) a relevant and up to date job description. As do you! Followers would benefit from understanding what's in YOURS. So share it with them. And consider each of these questions the answers to which your followers wish they knew...

QUESTIONS FROM YOUR FOLLOWERS

FOLLOWERS' QUESTIONS	Covered?
What are your own targets, expectations and priorities issued by YOUR boss (if applicable)?	
What responsibilities to you have in terms of this team's actual output or productivity?	
Are you expected to add your own operational output to that of this team? If so, what percentage of your time should you be doing this? <i>(the closer to 100% the less 'real' your leadership over the team actually is).</i>	
What are your specific managerial duties? <i>(We cover these in depth later but, for now, think organising rotas, distributing workload, setting targets, allocating resources, prioritising others' work).</i>	
What about your engagement, influence, and motivation of us as a team and individually?	
Are you expected to call and chair our team meetings? Is it up to you to produce and distribute agendas and task notes thereafter?	
Can we expect regular one-to-one meetings with each of us?	
Will you be conducting our appraisals? If so, which elements of our job descriptions will you be measuring/prioritising?	
When it comes to discipline or performance management duties, what are you sanctioned to do?	

Followers have an expectation of your role (whether or not you talk to them about it). It's worth finding out if that matches with what YOU understand your role to be.

How do your followers want you to treat them? Could you develop with them a 'Charter' or set of ground rules?