

About the Authors

Rodger Adair is Assistant Professor in the Keller Graduate School of Management at Devry University. Rodger authored a chapter in *The Art of Followership* and co-authored an article that appeared in the published proceedings for the 2014 International Followership Symposium. He is the current Chair of Community for the Followership Learning Community and former Chair for the Scholarship Member Interest Group of the International Leadership Association. An Arizona state level Malcolm Baldrige Examiner, Rodger's career focuses on organizational development, industrial psychology, and corporate training. He holds a PhD in industrial/organizational psychology, a master's degree in organizational management, a MBA in international management, and a bachelor's degree in adult/workforce education.

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Sharon Armstead is a Clinical Assistant Professor at Texas State University where she currently lectures and provides didactic training for RC students. She is a registered respiratory therapist with more than 30 years of clinical experience. She recently completed the 2015 Multicultural Curriculum Transformation Institute, and was awarded the Multicultural Designation (MC) for her senior level leadership and management course. She is a strong supporter of the American Association of Respiratory Care, National Board

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Paul Berg, U.S. Army, is currently a military leadership instructor in the Department of Command and Leadership and Team Leader at the U.S. Army Command and General Staff College. During his career, LTC Berg served with the 1st Cavalry Division, 101st Airborne Division (Air Assault), 25th Infantry Division (Light) to include four combat tours. He is currently a doctoral student at Kansas State University majoring in adult and continuing education. He has master's degrees in marketing and adult and continuing education. His bachelor's degree is also in marketing.

Thomas Bisschoff is Senior Lecturer at the University of Birmingham in the School of Education and Emeritus Professor of the University of Johannesburg, South Africa, Tom is the former deputy president of the Commonwealth Council for Educational Administration and Management (CCEAM) and co-editor of the academic journal, *International Studies in Educational Administration* (ISEA). Author of several books and contributed chapters to books in the field of Educational Leadership, he has contributed over 30 research based papers to peer-reviewed journals. His latest book is on school finances, an increasingly important topic to schools in England and his latest paper is on the barriers that prevent deputy head teachers in England from moving into headship. Tom's research interests are around the establishment of academy schools in England, leaders and followership and educational leadership development in general.

B. Ariel Blair is a Doctoral Candidate in organizational behavior at Claremont Graduate University. In addition to studying followers in a global workforce, her research examines cross-cultural influences on team effectiveness, innovation, and minority dissent. She is currently conducting cross-national research comparing followership and follower dissent. Prior to returning to a doctoral program, Ariel spent more than 25 years in the business world focused on developing strong business strategy and the organizational capabilities needed to implement that strategy. During many years at Hewlett Packard Corporation, Ariel designed and led strategy and planning processes. Her education includes a bachelor's degree in development studies from Brown University, as well as a MBA from the Amos Tuck School at Dartmouth College.

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Eric Downing is the Director of Organizational Development for Pioneer Investments, Inc., a global asset management corporation. A Registered Corporate Coach[©] (RCC[©]) and Six Sigma Black Belt practitioner, he has held various positions associated with organizational development within a Fortune 100 global asset management company for over 25 years. Eric has also conducted academic research in areas of individual inherent motivation and leadership style preferences. He holds a doctoral degree in interdisciplinary leadership, a master's degree in management and leadership, and a bachelor's degree in aeronautics.

Debra Finlayson is a human resources consultant specializing in organizational development for Vertical Bridge Corporate Consulting Inc. in Vancouver, Canada. She is the former manager of member relations for the Human Resources Management Association where she oversaw over 70 volunteers and delivered the professional development and regional services for over 2000 human resources members. Her 2014 MA dissertation focused on linking followership and professional reputation. She now plans to focus her PhD work on advancing research and understanding the cultural and global impacts of followership. Debra also serves as the current Chair of the Human Resources Advocacy Team for the Surrey Board of Trade.

Andrew Francis is Head of the Department of Marketing & Enterprise at Hertfordshire Business School in the UK. Andrew is currently a doctoral student in the School of Education at the University of Birmingham and is soon to complete his thesis on the followership of school teachers. His paper for the 2014 International Followership Symposium entitled Followership among UK Secondary School Teachers was published in the *Journal of Leadership Education*. Andrew previously worked as a Helicopter Engineer in the British Armed Forces and is a fellow of the Chartered Institute of Personnel & Development and of the Chartered Management Institute.

Heather Getha-Taylor is Associate Professor in the School of Public Affairs and Administration at the University of Kansas. Heather's research and teaching interests include public management, human resource management, public sector leadership, and collaborative governance. Her research has appeared in peer-reviewed journals and edited volumes. Prior to joining the faculty at the University

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William S. Harvey is Research Director and Senior Lecturer at the University of Exeter Business School, William has published in a range of journals in business and management, sociology, geography and industrial relations including: *Work, Employment and Society*, *Journal of Management Development*, *Work and Occupations*, *Employee Relations*, *Population, Space and Place*, *Qualitative Research*, *Global Networks*, *Asian Population Studies* and *Geoforum*. He has co-edited a book with Cambridge University Press on *International Human Resource Management* and has a co-authored book on leadership forthcoming with Cambridge University Press.

Eric K. Kaufman is “Faculty Principal” for the Honors Residential College at Virginia Tech. Eric also serves as an associate professor and Extension specialist in the Department of Agricultural, Leadership, and Community Education at Virginia Tech, where he teaches leadership courses for students in all disciplines at the graduate and undergraduate levels. He coordinates the graduate certificate program in Collaborative Community Leadership and supports the undergraduate minor in Leadership and Social Change. Eric is a past president of the Association of Leadership Educators. Eric’s research interests include collegiate leadership education and leadership development with adults in community and volunteer settings. He holds a doctoral degree and master’s degree in agricultural education and communication and a bachelor’s degree in agricultural education.

Susan Keim is Director of Organizational Leadership at Donnelly College, Susan’s areas of expertise are leadership, followership, organizational theory and behavior, citizen engagement, and local government. In addition, she facilitates strategic planning, community leadership and development, and team building for governments, businesses, and not-for-profits throughout the country. Susan’s past leadership accomplishments include chairing the All-America City Steering Committee, which won the coveted All-America City Award for Kansas City, Kansas/Wyandotte County. She is also the founding chairperson of the Community Foundation of Wyandotte County. She has won the Preceptor Award and the Distinguished Leader Award from the Community Leadership Association and the Distinguished Leadership Award from the Kansas Leadership Forum.

Susan has a doctoral degree and a master's degree in public administration, as well as a bachelor's degree in political science.

Kimberley A. Koonce is the President of Can We Communicate, an agency committed to teaching, research, writing, and improving leader-follower relations in a wide variety of organizational contexts around the globe. Her research interests include understanding how visual art and artists can be used to positively impact follower and leader development. Kimberley holds an Executive MBA and is a recipient of the Ken Blanchard Servant Leadership Award. She is a part-time adjunct professor of organizational leadership.

Karlijn Kouwenhoven worked as an organizational change and leadership consultant at Deloitte's Human Capital Consulting practice in the Netherlands. She is specialized in personal development, leadership, and change management. As a facilitator for organizations, groups, and individuals, Karlijn combines a down to earth mindset with far eastern insights (e.g., deep democracy). She has a master's degree in social and organizational psychology.

Suzanne Martin is Senior Principal of transform, an organizational leadership coaching and consulting firm based in Birmingham, AL (USA), Suzanne spent 20 years in academia, teaching and providing leadership programs. For twelve years, she served as advisor, program director, and executive director for the Leading Edge Institute (LEI), a statewide leadership development program for college women with the mission of changing the face of leadership in Alabama. An avid volunteer, she is the volunteer district organizer for Bread for the World, a faith-based advocacy group seeking to end hunger and poverty. Suzanne also serves on the leadership team for the Alliance for Responsible Lending in Alabama (ARLA) and the Homewood Environmental Commission. She has a doctorate in organizational leadership and a master's of divinity. Her research interests include Mary Parker Follett, followership, conflict, dialogue, presence, women's leadership, and invisible leadership.

Rachael Morris is graduate tutor and PhD candidate at Newcastle Business School, Northumbria University, Rachael was selected by an international panel of judges as the winner of the Student Competition for the 2014 International Followership Symposium. Her work has been published in the *Journal of Leadership Education* and the *Journal of Business Ethics*. Her current research on followership adopts qualitative and visual research methodologies.

Jennifer Moss Breen is Director of the Interdisciplinary Leadership EdD Program and an associate professor at Creighton University. She also serves as the 2015–2016 President of the Association for

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TamilSelvan Ramis is a former columnist for Free Malaysia Today where he primarily covered social issues in Malaysia. Tamilselvan is currently serving as a tutor in the Department of Psychology at HELP University in Kuala Lumpur, Malaysia. He completed his bachelor's degree in psychology at the University of British Columbia, Canada with a Wesbrook Scholar designation, the university's most prestigious designation awarded on the basis of outstanding academic performance, leadership, and involvement in student and community activities. His research interests lie in the areas of social psychology and educational psychology.

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Rhonda's passion of pursuing authenticity in one's work and life inspired an article co-authored by Michelle Bligh entitled *Exploring the "Flip Side" of the Coin: Do Authentic Leaders Need Authentic Followers?* The article appeared in Lapierre and Carsten's (2014) edited volume of *Followership: What is it and why do people follow?* (Emerald Group Publishing Limited). She has a MBA in entrepreneurship and a master's degree in organizational behavior.

Sonya Rogers is Lead Professor for the College of Business at Columbia Southern University, Sonja's passion for leadership includes team building, communication, professionalism, followership, inclusion, and career development. She has received a Spotlight on Excellence Award for her many writings and public relation's submissions as an educational columnist. Her doctorate is in organizational leadership. She also has a master's degree in elementary education and a bachelor's degree in psychology and human services.

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Douglas S. E. Teoh is currently pursuing a master's degree in cultural studies at the University of Nottingham, Malaysia Campus. After serving at HELP University as a Psychology Tutor, he worked with Institut Rakyat, a think-tank whose role is to advise parliamentarians and policy makers as well as contribute to public debates on current socio-political issues. He is also active as a socio-political commentator for Aliran Kesedaran Negara, the oldest human rights group in Malaysia. His current research interests lie in the areas of critical psychology and qualitative research.

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W. David Winner is the recipient of the 2012 Bentley Brittingham Award for Academic Achievement and Contribution to Learning. He is a professor at Northampton Community College where he has been a past nominee for the Adjunct Excellence in Teaching Award. He holds a doctorate in organizational leadership with a major in human resource development and a master's of divinity degree. His research interests include leadership sternness and self-directed learning.