Reciprocal Leadership Theories

Emily Lyon

1. Description
   a. Emphasizes mutual goals and motivations of both followers and leaders.
   b. Focused on relational nature of leader-follower interaction.
   c. One theory is that leadership is a process that engages leaders and participants, values contribution, and shares power.
   d. Another theory is that leadership is an inclusive activity. Participants are empowered and in some cases transformed into leaders themselves.
   e. Examples of reciprocal leadership can be seen in movements such as women’s movements, gay rights, and pro life/pro choice movements.
      i. These movements thrive based on networks of people with a common goal, bringing people together to create a vision and plan deep, long term change.

2. Validity and reliability
   a. I believe that the reciprocal leadership theories are both valid and reliable because I feel that the true essence of leadership goes beyond the person who is in charge. Without the consideration of the views of the followers, the leadership would not be healthy, and would not benefit anyone except the leader.
   b. These theories are applicable in a variety of situations, but it is still clearly seen that the maximum benefit of leadership is achieved when the followers are empowered and there are mutual goals and motivations among leaders and followers.

3. Example
   a. My dad is a high school statistics teacher in my hometown. He has been a teacher almost as long as I’ve been alive, and he is very good at what he does. He doesn’t just stand up at the front of the classroom and lecture for 55 minutes, he is always looking for new ways to engage and empower his students. They are very inspired by his leadership, and they often come back to him and thank him for his passion to help them learn and ultimately direct them toward success.