
FOLLOWERS AND FOLLOWERSHIP: How both followers and leaders perceive their roles and influences. The Netherlands and Nigeria As Case Studies

A Data Management Plan created using DMPonline

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Project abstract:

The purpose of this study is to explore and critique literature on followership by examining followership from the followers' perspective as against the common view of followership which is from leadership angle. Using an exploratory qualitative approach this study intends to explore followership as an independent phenomenon which is an indispensable and invaluable partner to leadership. A fact which is often overlooked in followership discussions is that followership is not a choice but a natural and logical process, including for those who aspire to be leaders; our education, culture and society are all designed to prepare us for fulfilling the role of followership with the ultimate aim of progressing to be leaders (Gobble, 2017). Generally, it is accepted that to lead followers are needed, this paper contends that it is equally true that to follow, leaders are required. However, hardly is it being positioned that the two should be partners, although both have different but inter-dependent set of responsibilities and tasks which are aimed at moving the organisation forward, nonetheless they are both socially constructed and able to complement each other. Unfortunately, empirical and scholarly literature, not only on leadership, but also on followership has largely portrayed followership as the subservient partner in the alliance. This research is designed to investigate and explore the many facets of followership, by synthesizing the perceptions, and experiences of followers and leaders with the goal of presenting a bottom-up view of followership.

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Data Collection

Primary and secondary data relating to followership and its perception in the Netherlands and Nigeria will be used as reference point

Review of historical data(archives, documents and electronic media) and interviews with senior, middle management and lower cadre employees. Permission of participants will be sought to record the interview for transcription at a later date. The interview will be recorded on a password secured device with no internet connection.

Documentation and Metadata

Data will be collected through interviews and review of declassified documents.

Ethics and Legal Compliance

During and after interviews the identity of participants will neither be disclosed nor reflected in any of the documents and notes, due to the fact that the research is about policies and perceptions, names of contacts will be anonymised

The goal of this research will not infringe on IPR because it will not contain hard references to copyright materials, and where references are made to intellectual property proper reference will be made to reflect the origin of the material

Storage and Backup

Documents relating to this research have been configured to be automatically stored in the private folder of the password-protected Microsoft One Drive environment of the University of Birmingham. A personal computer containing encrypted second harddisk with Microsoft Bitlocker will be used to store sensitive documents, the choice of Bitlocker is informed by the fact that if an unauthorised access is detected or will be logged and if the laptop is lost, the data can be wiped/cleaned remotely

Access to the One Drive is limited to myself because the data is classified private. I can choose to collaborate or share them myself, to access the private folder in the OneDrive cloud, Microsoft Authenticator is configured on my phone, this means that any access to the documents require not only a user ID and password but additionally an approval sent to my mobile phone. The second local disk on the laptop is encrypted with Bitlocker in addition to the contents being automatically synchronised with the OneDrive. The advantage of this construction is that if for any reason the computer/laptop is no more functional the contents of the disk is inaccessible.

Selection and Preservation

At this stage all collected data is for short time, for the duration of the programme. Despite this all attempts will be made to maintain the security of access to the data.

Since there are no hard data to be collected, there will be no need to archive the data for long period of time. The expectation is that the data collected will result in a thesis which will mean that the collected data can then be securely disposed of.

Data Sharing

When the final version of the document is ready, it will be made available to the public through the university thesis repository and as a published work

The data and other resources are stored in the cloud, OneDrive and marked private until the thesis is verified and approved, this will be temporarily for three (3) years. The need for exclusivity is because the document and the data used are under review and constantly evolving. The data collected will not be shared

Responsibilities and Resources

I will be responsible for data collection and management. The data is exclusively being used for the writing of thesis

There will be no additional software or tools used except ATlas.ti for coding purposes.