The leadership concept of leadership is how it has an influencing role. This implies that when in leadership, one influences others and gets influenced by the attitudes and actions of followers. The leader-member exchange theory is founded on the way managers adjust their conduct to their followers' situations. Hence, the nature of the leader-follower relationship entails reciprocity as a mutual influence exchange (Ref-u763641). The influence of followers on a leader may improve the leader or highlight the shortcomings of that specific leader. Many competencies required in leaders are the same qualities wanted ineffective followers. On top of having a commitment, independence, and initiative to courage and common goals, a follower can offer enthusiastic support to a leader but not to the degree that a follower does not challenge the leader who is considered unethical or threatens the objectives and values of an organization.