

The Five Practices of Exemplary Leadership

Leadership is: "The art of mobilizing others to want to struggle for shared aspirations." Kouzes and Posner

Challenging The Process

- Search for opportunities by seeking innovative ways to grow, and improve
- Experiment and take risks by constantly generating small wins and learning from mistakes

promoting ideas

Inspiring A Shared Vision

- Envision the future by imagining exciting and ennobling possibilities
- Enlist others in a common vision by appealing to shared aspirations

Enabling Others to Act

- Foster collaboration by promoting cooperative goals and building trust
- Strengthen others by sharing power and discretion

words match actions

Modeling the Way

- Find your voice by clarifying personal values
- Set the example by aligning actions with shared values

Encouraging the Heart

- Recognize contributions by showing appreciation for individual excellence
- Celebrate the values and victories by creating a spirit of community