



Embracing Leadership The Leadership Challenge

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Content referenced in this presentation is from the works of James Kouzes and Barry Posner;
[The Leadership Challenge \(2007\)](#)

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Embracing leadership

Agenda

- ❑ The Leadership Challenge (Kouzes & Posner)
 - ❑ Self-Assessment
 - ❑ The 5 Practices of Exemplary Leadership (Kouzes & Posner)

- ❑ Skill Building – The 5 Practices
- ❑ Closure



Self Assessment

The Leadership Challenge



The 5 Practices

Model the way

Model the way

- ❑ Credibility is the foundation of leadership
- ❑ Do what you **say** you will **do**
- ❑ Clarify our values
- ❑ Tirelessly build consensus
- ❑ Align personal actions with shared values



The 5 Practices

Inspire a Shared Vision

Inspire a shared vision

- ❑ Passionately believe they can make a difference
- ❑ Envision the future
- ❑ Enlist and mobilize others
- ❑ People see their own dreams through a common vision



The 5 Practices

Challenge the process

Challenge the process

- ❑ The work of leaders is change
- ❑ Search for opportunities
- ❑ Experiment and take risks
- ❑ One step at a time
- ❑ Courage in the face of setbacks or opposition



The 5 Practices

Enable others to act

Enable others to act

- ❑ Foster collaboration
- ❑ Create sense of “we are in this together”
- ❑ Strengthen others
- ❑ Develop competence



The 5 Practices

Encourage the heart

Encourage the heart

- ❑ Keep hope and determination alive
- ❑ Recognize unique contributions
- ❑ Celebrate the values and the victories

Reflection questions

- How accurately does the self assessment reflect your leadership?
- Share your strongest areas and weakest areas—what strikes you? Share examples.
- What barriers do you face in a particular area?



The Leadership Challenge

ACTIVITY



Creating an Action Plan



Closure

Thank you!