Embracing Leadership
The Leadership Challenge

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Third Annual Teen Pregnancy Prevention Grantee Conference
Ready, Set, Sustain: Continuing Our Success
May 20-22, 2013, National Harbor, MD

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!