



# 5 Practices of Exemplary Leadership

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*The Leadership Challenge -*  
Jim Kouzes and Barry Posner



# 5 Practices

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- Model the Way
- Inspire a shared vision
- Challenge the process
- Enable others to act
- Encourage the heart



# The 5 Practices of Exemplary Leadership

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- Model the way
  - Find your voice
  - Set the example
    - Daily walking the EBP talk
    - Going first
    - More Deeds, fewer words



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- Inspire a shared vision
  - Envision the future
  - Enlist others
    - Long term
    - Paints a picture of future which pulls others into it.
    - Enthusiasm



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- Challenge the process
  - Search for opportunities
  - Experiment and take risks
- Challenge the system to get innovative ways of reaching the vision
- Acknowledge contributions that don't normally make it to the "top"
- "Skunk works"



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- Enable others to act
  - Foster collaboration
  - Strengthen others
    - Tell, sell, test, consult, Co-create
    - Making a difference
    - Search Conference
    - Simu-Real



# The 5 Practices of Exemplary Leadership

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- Encourage the heart
  - Recognize contributions
  - Celebrate the values and victories
    - Honoring fellow employees
    - Awards ceremonies
    - Public praise
    - 4:1 reinforcement change talk and commitment language