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IMPROVING YOUR PERSONAL LEADERSHIP STYLE: THE FIVE PRACTICES OF EXEMPLARY LEADERSHIP

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OUTCOMES

- Participants will be able to practice the Five Practices of Exemplary Leadership as developed by James Kouzes and Barry Posner.
- Participants will be able to identify ways to improve on their personal leadership style and leadership practices.



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What is your energy level?



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WARM UP



- What is leadership?
- What is your personal best leadership experience?

THE FIVE PRACTICES



The Leadership Challenge: A Wiley Brand. (2021, March 25). *The five practices of exemplary leadership@ model*. <https://www.leadershipchallenge.com/Research/Five-Practices.aspx>



Model the Way

- Leaders set principles on the way people should be treated.
- Leaders set the way people should pursue goals.
- Leaders create standards of excellence and set an example for others to follow.
- They put up signposts when people feel unsure of where to go or how to get there.
- Leaders create opportunities for victory.

The Leadership Challenge: A Wiley Brand. (2021, March 25). *The five practices of exemplary leadership® model*. <https://www.leadershipchallenge.com/Research/Five-Practices.aspx>

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Inspire a Shared Vision

- Leaders passionately believe they can make a difference.
- They envision the future of what the organization can become.
- Leaders enlist others in their dreams.
- They breathe life into their visions.
- They get people to see exciting possibilities for the future.

The Leadership Challenge: A Wiley Brand. (2021, March 25). *The five practices of exemplary leadership® model*. <https://www.leadershipchallenge.com/Research/Five-Practices.aspx>

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Challenge the Process

- Leaders search for opportunities to change the status quo.
- They look for innovative ways to improve the organization.
- They experiment and take risks.
- Leaders set interim goals to achieve small wins toward larger objectives.
- Leaders unravel bureaucracy when it impedes action.
- They accept occasional disappointments as opportunities to learn.

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Enable Others to Act

- Leaders foster collaboration and build spirited teams.
- They actively involve others.
- Leaders understand that mutual respect sustains extraordinary efforts.
- They strive to create an atmosphere of trust and human dignity.
- They strengthen others, making each person feel capable and powerful.

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Encourage the Heart

- Accomplishing extraordinary things in organizations is hard work.
- Leaders recognize the contributions that individuals make.
- Leaders celebrate accomplishments.
- They make people feel like heroes.

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DEEPER DIVE

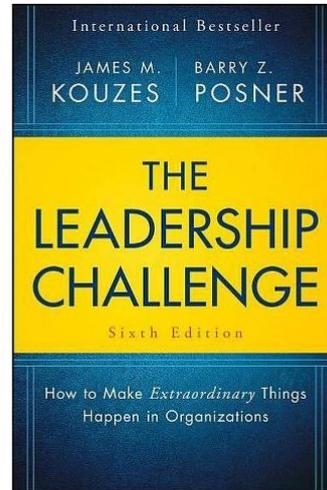
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RESOURCES

The Leadership Challenge
LPI – Leadership Practices
Inventory



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Poll: Rate this session

- Excellent**
- Good**
- Neutral**
- Needs Improvement**

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