

PRACTICES OF EXEMPLARY LEADERS¹

Challenging the Process

- **Searching for Opportunities**
- **Experimenting**

Inspiring a Shared Vision

- **Envisioning the Future**
- **Enlisting Others**

Enabling Others to Act

- **Fostering Collaboration**
- **Strengthening Others**

Modeling the Way

- **Setting an Example**
- **Planning Small Wins**

Encouraging the Heart

- **Recognizing Contributions**
- **Celebrating Accomplishments**

Which of the above characteristics are most challenging for you now? Why?

What can you do to improve your current practice and your potential as a leader?

¹ Kouszes, J. M. & Posner, B. Z. (1987). *The Leadership Challenge*. San Francisco, CA: Jossey-Bass.