

Community Leadership Forum

FIVE PRACTICES & TEN COMMITMENTS OF EFFECTIVE LEADERSHIP

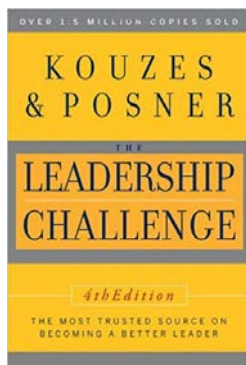
(from *The Leadership Challenge*, Kouzes & Posner, Jossey-Bass)

Practices	Commitments
1. Challenging the Process	1. <i>Search out</i> challenging opportunities to change, grow, innovate and improve. 2. <i>Experiment</i> , take risks, and learn from the accompanying mistakes.
2. Inspiring a Shared Vision	3. <i>Envision</i> an uplifting and ennobling future. 4. <i>Enlist</i> others in a common vision by appealing to their values, interests, hopes and dreams.
3. Enabling Others to Act	5. <i>Foster</i> collaboration by promoting cooperative goals and building trust. 6. <i>Strengthen</i> people by giving power away, providing choice, developing competence, assigning critical tasks, and offering visible support.
4. Modeling the Way	7. <i>Set the example</i> by behaving in ways that are consistent with shared values. 8. <i>Achieve small wins</i> that promote consistent progress and build commitment.
5. Encouraging the Heart	9. <i>Recognize individual contributions</i> to the success of every project. 10. <i>Celebrate team</i> accomplishments regularly.

Effective leaders seek to have constituents embrace a method or system – and – to think and act on their own, to subdue the natural tendencies toward fear of failure to build the confidence to perform at the highest level and for the highest purpose.

Leaders who motivate constituents “to want to struggle for a shared aspiration”

mitigate the effects of fear by spreading the burden of performance to the group, rather than an individual. Effective leaders engender an “intrinsic motivation” for others to act, thus promoting a shared sense of purpose to do the right thing for themselves, the team, and the organization.



The Leadership Challenge: website: <http://www.leadershipchallenge.com>
Link to book on Amazon – Click [HERE](#)

**The ultimate goal of effective leaders is
to create and empower more leaders!**