



## Kouzes and Posner: Five Practices of Excellent Leaders

“Leadership is not something that you learn once and for all. It is an ever-evolving pattern of skills, talents, and ideas that grow and change as you do.” – *Sheila Murray Bethel, PhD*

“To laugh often and much; to find the best in others; to leave the world a little better; to know that even one life has breathed easier because you have lived. This is the meaning of success.” – *Ralph Waldo Emerson*

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Kouzes and Posner, the architects of The Leadership Challenge, have studied hundreds of thousands of leaders worldwide and have identified the five practices of good leadership that are common among them. These practices have been the center of their work in leadership development since 1983.

The practices of good leaders translate perfectly to the practices of good teachers.

### **Model the Way**

- Find your voice: Clarifying, communicating, and living your personal values is the “soul” of leadership. Your deeds are consistent with principles.
- Set the example: Actions speak louder than words, and producing small wins will get results.

### **Enable Others to Act**

- Foster collaboration: A “we” mentality builds strong teams of capable and committed members
- Strengthen others: Share the sense of ownership.

### **Inspire a Shared Vision**

- Envision the future: Vision of what could be, and invent the future.
- Enlist others in your vision: Inspire commitment, share enthusiasm, and open the dialogue

### **Challenge the Process**

- Search for opportunities: To innovate, change and grow; challenge motivates and raises performance levels.
- Experiment and take risks: Take risks, support good ideas, and learn from mistakes to do better next time.

### **Encourage the Heart**

- Recognize contributions: “Authentic” recognition of individual and group achievements
- Celebrate the values and victories: Build the spirit of community, doing good and doing well.

You will learn more about these practices, and find ways to use them in your teaching as time progresses.

**The Leadership Challenge**

[www.leadershipchallenge.com](http://www.leadershipchallenge.com)

Jim Kouzes and Barry Posner are preeminent researchers, award-winning writers, and highly sought after teachers in the field of leadership. Their groundbreaking studies, pioneered in 1983, led them to create a model of leadership that has been embraced by more than 1 million people around the world.