



The Five Practices

- Model the Way
- Inspire a Shared Vision
- Challenge the Process
- Enable Others to Act
- Encourage the Heart

MODEL THE WAY



THE LEADERSHIP CHALLENGE® WORKSHOP, FOURTH EDITION. COPYRIGHT © 2010 BY JAMES M. KOUZES AND BARRY Z. POSNER.
ALL RIGHTS RESERVED. DISCOVER MORE AT WWW.LEADERSHIPCHALLENGE.COM.



MODEL THE WAY

Clarify values by finding your voice and affirming shared ideals.

Set the example by aligning actions with shared values.

INSPIRE A SHARED VISION



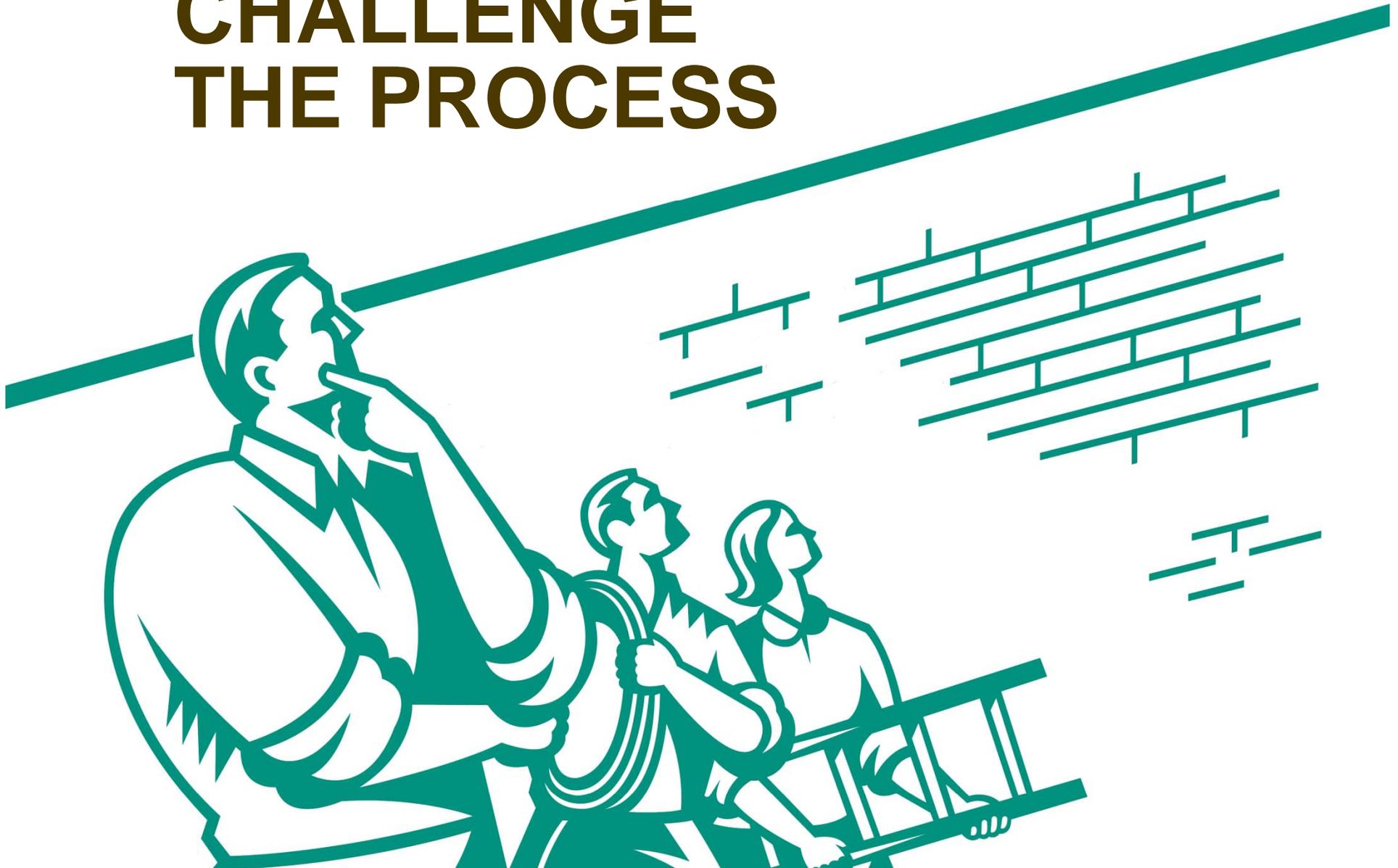


INSPIRE A SHARED VISION

Envision the future by imagining exciting and ennobling possibilities.

Enlist others in a common vision by appealing to shared aspirations.

CHALLENGE THE PROCESS



THE LEADERSHIP CHALLENGE® WORKSHOP, FOURTH EDITION. COPYRIGHT © 2010 BY JAMES M. KOUZES AND BARRY Z. POSNER.
ALL RIGHTS RESERVED. DISCOVER MORE AT WWW.LEADERSHIPCHALLENGE.COM.



CHALLENGE THE PROCESS

Search for opportunities by seizing the initiative and by looking outward for innovative ways to improve.

Experiment and take risks by constantly generating small wins and learning from experience.

ENABLE OTHERS TO ACT



THE LEADERSHIP CHALLENGE® WORKSHOP, FOURTH EDITION. COPYRIGHT © 2010 BY JAMES M. KOUZES AND BARRY Z. POSNER.
ALL RIGHTS RESERVED. DISCOVER MORE AT WWW.LEADERSHIPCHALLENGE.COM.



ENABLE OTHERS TO ACT

Foster collaboration by building trust and facilitating relationships.

Strengthen others by increasing self-determination and developing competence.

ENCOURAGE THE HEART





ENCOURAGE THE HEART

Recognize contributions by showing appreciation for individual excellence.

Celebrate the values and victories by creating a spirit of community.