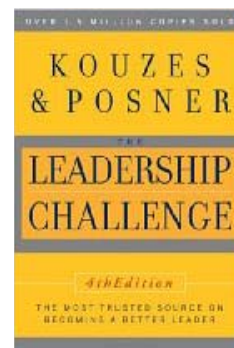


5 Practices of Exemplary Leadership



1. Model the Way

- Clarify Values
 - Find your Voice
 - Affirm Shared Values
- Set the Example
 - Personify the Shared Values
 - Teach Others to Model the Values

2. Inspire a Shared Vision

- Envision the Future
 - Imagine the Possibilities
 - Find a Common Purpose
- Enlist Others
 - Appeal to Common Ideals
 - Animate the Vision

3. Challenge the Process

- Search for Opportunities
 - Seize the Initiative
 - Exercise Outsight (honing the capacity to perceive external trends)
- Experiment and Take Risks
 - Generate Small Wins
 - Learn from the Experience

4. Enable Others to Act

- Foster Collaboration
 - Create a Climate of Trust
 - Facilitate Relationships
- Strengthen Others
 - Enhance Self-Determination
 - Develop Competence and Confidence

5. Encourage the Heart

- Recognize Contributions
 - Expect the Best
 - Personalize Recognition
- Celebrate the Values and the Victories
 - Create a Spirit of Community
 - Be Personally Involved

-from The Leadership Challenge, Kouzes and Posner, 4th Edition