

# ***Leadership Challenge: Practices & Commitments***

Source: James Kouzes & Barry Posner  
(2007)

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# 5 Practices

1. **Model the way**
2. **Inspire a shared vision**
3. **Challenge the process**
4. **Enable others to act**
5. **Encourage the heart**

# 10 Commitments

1. Clarify values
2. Set the example
3. Envision the future
4. Enlist others
5. Search for opportunities
6. Experiment and take risks
7. Foster collaboration
8. Strengthen others
9. Recognize contributions
10. Celebrate the values and victories

# ***MODEL THE WAY***

- Clarify values by finding your voice and affirming shared values.
- Set the example by aligning actions with shared values.

# ***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***

- Search for opportunities by seizing the initiative and looking outward for innovative ways to improve.
- Experiment and take risks by constantly generating small wins and learning from experience.

# ***ENABLE OTHERS TO ACT***

- Foster collaboration by promoting cooperative goals and building trust
- Strengthen others by sharing power and discretion

# ***ENCOURAGE THE HEART***

- Recognize contributions by showing appreciation for individual excellence.
- Celebrate the values and victories by creating a spirit of community.