

## Practices and Commitments of Leadership\*

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

\*Kouzes, James M. and Posner, Barry. *The Leadership Challenge: How to keep Getting Extraordinary Things Done in Organizations*. San Francisco: Jossey-Bass, 1995.