

Five Practices of Exemplary Leadership (Student Leadership Challenge)

“Leadership is not about position or title, power or authority, celebrity or wealth, family or genetics. It's also not just something for a chosen few. Leadership is everyone's business! Leadership is about relationships, personal credibility, and what you do. It's about an observable set of skills and abilities that are useful wherever you are. As a skill, leadership can be strengthened, honed, and enhanced, given the motivation and desire, along with practice and feedback, role models, and coaching. If students find themselves in a challenging situation that requires setting a good example for others, looking ahead to the future, taking initiative to change the status quo, building teamwork and trust, and encouraging others to succeed, then they are in a situation that requires leadership. What is required of them in this situation is that they step forward and become the best leader they can be.” -Student Leadership Challenge

Five Practices of Exemplary Leadership:

- 1) Model the Way
- 2) Inspire a Shared Vision
- 3) Challenge the Process
- 4) Enable Others to Act
- 5) Encourage the Heart

Model the Way

- Find your voice by clarifying your personal values
- Set the example by aligning actions with shared values

How do you communicate your values?

How do you develop shared values?

What role do values play in everyday life? When should leaders exhibit their values and when should they not?

How do different organizations impact your values/shared values (and vice versa)? For example, is a political student organization different/similar to an Anime club?

Inspire a Shared Vision

- Envision the future by imagining exciting and ennobling possibilities
- Enlist others in a common vision by appealing to shared aspirations

How do you encourage others to think about big possibilities and not get stuck in the past/what has always been done?

How does a leader learn everyone's individual aspirations and then create a shared aspiration?

What resistance might be encountered when developing a shared vision?

Challenge the Process

- Search for opportunities by seeking innovative ways to change, grow, and improve
- Experiment and take risks by constantly generating small wins and learning from mistakes

How does a leader encourage innovation?

How do leaders and group members challenge those with more power/authority to achieve results?

How do leaders encourage the search for new opportunities?

What is the role of the leader when helping group members to learn from mistakes?

Enable Others to Act

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

What happens if a leader is a micro-manager and does not share power?

What if group members have “hidden agendas” or are following personal goals?

What about the mentality of “if you want things done right, you have to do them yourself?” How does this foster or inhibit collaboration, trust, and developing other leaders?

Encourage the Heart

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

How can all group members contribute to rewarding each other?

What are ways that group members would enjoy being appreciated?

When, how and where do you celebrate victories and how do you know which ones to celebrate?

What are ways to promote group community and pride?

