



## **Observing the Five Practices**

As was presented during the class, The Five Practices of Exemplary Leadership have been validated by data from more than 70 countries over 25 years. This would indicate that these five behaviorally-based practices are common, even universal.

How do you see them being demonstrated (or not) in your work world? The goal of this activity is to notice what is “hiding in plain sight.” Refer to the six leadership behaviors associated with each practice to remind yourself of the specific actions of an exemplary leader.

*Begin a conversation on the Five Practices by exploring some of the following topics:*

Model the Way is the set of behaviors related to a leader’s credibility or authenticity. Who do you observe in your daily work who does a particularly good job with this? What is it that you see this person do that demonstrates their competence in this area?

To Inspire a Shared Vision is to dream of future possibilities and communicate them effectively to others. What examples of this practice can you point to? How does the leader involved make a shared dream of the future real for people? If you have difficulty thinking of examples of effective Inspiring, then consider where the opportunities are. What is “crying out” for a shared vision in your world? What possibilities exist, that if tapped, could inspire people to think beyond the short term?

To Challenge the Process means to search for opportunities to make positive change, and then to innovate new and creative ways to implement those improvements. Where do you see this happening? What examples have you seen of leaders challenging the status quo and bringing new ways of doing things?

Enabling Others to Act is typically the most familiar of the Five Practices. It's about building the competence and confidence of people, and creating an atmosphere of teamwork and trust. What examples have you observed of leaders doing this well? What lessons could you learn from how they go about it?

We all work hard. Many of us spend more time with co-workers than we do with family. That's why Encouraging the Heart is essential to the practice of leadership. It's about recognizing people for individual excellence and creating a spirit of community in the workplace. Who have you noticed doing this intentionally and with skill? What specifically has worked well?

Take a few moments to draw conclusions from this discussion. What examples provided you with the most useful ideas? What might you do differently as a result of this discussion?