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# Encouraging The Heart A Leader S Guide To Rewardin

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The Encouraging the Heart Workbook  
 Leading and Loving It  
 The Way of the Shepherd  
 Encouraging the Heart  
 A Leader's Heart  
 Excellence in leadership  
 The Leadership Challenge  
 Encouraging the Heart, a Leader's Guide to Rewarding and Recognizing Others  
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 Learning Leadership  
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 The Five Practices of Exemplary Leadership  
 A Leader's Legacy

*Encouraging The Heart A  
 Leader S Guide To  
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## LILLY BRAUN

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*The Encouraging the Heart Workbook* John Wiley & Sons

The essential guide to the theory and application of the Social Change Model Leadership for a Better World provides an approachable introduction to the Social Change Model of Leadership Development (SCM), giving students a real-world context through which to explore the seven C's of leadership for social change as well as a approaches to socially responsible leadership. From individual, group, and community values through the mechanisms of societal change itself, this book provides fundamental coverage of this increasingly vital topic. Action items,

reflection, and discussion questions throughout encourage students to think about how these concepts apply in their own lives. The Facilitator's Guide includes a wealth of activities, assignments, discussions, and supplementary resources to enrich the learning experience whether in class or in the co-curriculum. This new second edition includes student self-assessment rubrics for each element of the model and new discussion on the critical roles of leadership self-efficacy, social perspective, and social justice perspectives. Content is enriched with research on how this approach to leadership is developed, and two new chapters situate the model in a broader understanding of leadership and in applications of the model. The Social Change Model is the most widely-used leadership model for college students, and

has shaped college leadership curricula at schools throughout the U.S. and other countries including a translation in Chinese and Japanese. This book provides a comprehensive exploration of the model, with a practical, relevant approach to real-world issues. Explore the many facets of social change and leadership Navigate group dynamics surrounding controversy, collaboration, and purpose Discover the meaning of citizenship and your commitment to the greater good Become an agent of change through one of the many routes to a common goal The SCM is backed by 15 years of research, and continues to be informed by ongoing investigation into the interventions and environments that create positive leadership development outcomes. Leadership for a Better World provides a thorough, well-rounded tour of the Social

Change Model, with guidance on application to real-world issues. Please note that *The Social Change Model: Facilitating Leadership Development* (978-1-119-24243-7) is intended to be used as a Facilitator's Guide to Leadership for a Better World, 2nd Edition in seminars, workshops, and college classrooms. You'll find that, while each book can be used on its own, the content in both is also designed for use together. A link to the home page of The Social Change Model can be found below under Related Titles.

**Leading and Loving It** John Wiley & Sons  
Getting things done in today's workplace is hard work. Employees become exhausted, frustrated, and sometimes entirely disenchanted—and often, they are tempted to simply give up. But the research conducted by Jim Kouzes and Barry Posner over the last two decades clearly shows that successful leaders find ways to combat these negative feelings by encouraging the hearts of their team members. This workbook, based on the model presented in the bestselling book *Encouraging the Heart*, guides readers through seven essentials of encouraging the heart: set clear standards, expect the best, pay attention, personalize recognition, tell the story, celebrate together, and set the example. The authors also provide a 21-question self-assessment to help leaders determine how they are doing and where they should focus their development efforts.

**The Way of the Shepherd** John Wiley & Sons  
Leaders are always looking for an edge. That often sends many of them looking for the next big thing. Although leadership approaches and trendy management fads come and go, what remains the same? The qualities of a leader. Internationally-recognized leadership expert, speaker, and author John C. Maxwell touches on the process of developing the art of leadership by giving the reader practical tools and insights into developing the qualities found in great leaders. As the authority on leadership today, Maxwell shares his innovative yet timeless principles on how to effectively lead others has impacted the lives of thousands of business leaders. In *The 21 Indispensable Qualities of a Leader*, Maxwell expands on the qualities every leaders needs to be successful such as: Character – be a piece of the rock  
Charisma – the first impression can seal the deal  
Communication – without it, you travel alone  
Commitment – it separates doers from dreamers  
Competence – if you build it, they will come  
Everything rises and falls on leadership, and leadership

truly develops from the inside out. If you can become the leader you ought to be on the inside, you will become the leader you want to be on the outside. The 21 Indispensable Qualities of a Leader will show you that when you develop these qualities, people will want to follow you. When that happens, you'll be able to tackle anything in the world.

**Encouraging the Heart** Center Street  
All too often, simple acts of human kindness are often overlooked and under utilized by people in leadership roles. Advising mutual respect and recognition of accomplishments, *Encouraging the Heart* shows us how true leaders encourage and motivate those they work with by helping them find their voice and making them feel like heroes. Recognized experts in the field of leadership, authors James Kouzes and Barry Posner show us that, through love, leaders can encourage, and indeed allow those around them to be their very best. Both practical and inspirational, *Encouraging the Heart* gives readers a thoughtful approach to motivating individuals within an organizational structure. Read Chapter 3 or Chapter 12, or see The Encouragement Index.

**A Leader's Heart** Berrett-Koehler Publishers  
Completely revised and updated I not only enjoyed it...I found myself constantly nodding and saying to myself, 'That's right! That's how it's done! That's what it feels like!' You certainly captured the essence of what I've found is at the heart of transforming leadership. -- Robert D. Haas, chairman and CEO, Levi Strauss & Co. The leadership book that outshines them all, updated for today's new business realities. With an expanded research base of 60,000 leaders, this second edition captures the continuing interest in leadership as a critical aspect of human organizations. It offers a broader scope of leaders in every industry and walk of life, including the education and nonprofit fields, and examines the era's hottest issues -- the new cynicism, the electronic global village, evolving employee-employer relationships -- in keeping pace with our ever-changing world. The classic five-point guide to better leadership, however, remains as useful as ever.  
**Excellence in leadership** John Wiley & Sons  
Use this helpful book to learn about the leadership tools to fuel success, grow your team, and become the visionary you were meant to be. True leadership isn't a matter of having a certain job or title. In fact, being chosen for a position is only the first of the five levels every effective leader achieves. To become more than "the boss"

people follow only because they are required to, you have to master the ability to invest in people and inspire them. To grow further in your role, you must achieve results and build a team that produces. You need to help people to develop their skills to become leaders in their own right. And if you have the skill and dedication, you can reach the pinnacle of leadership—where experience will allow you to extend your influence beyond your immediate reach and time for the benefit of others. The 5 Levels of Leadership are: 1. Position—People follow because they have to. 2. Permission—People follow because they want to. 3. Production—People follow because of what you have done for the organization. 4. People Development—People follow because of what you have done for them personally. 5. Pinnacle—People follow because of who you are and what you represent. Through humor, in-depth insight, and examples, internationally recognized leadership expert John C. Maxwell describes each of these stages of leadership. He shows you how to master each level and rise up to the next to become a more influential, respected, and successful leader.

**The Leadership Challenge** Pfeiffer  
The most trusted source of leadership wisdom, updated to address today's realities *The Leadership Challenge* is the gold-standard manual for effective leadership, grounded in research and written by the premier authorities in the field. With deep insight into the complex interpersonal dynamics of the workplace, this book positions leadership both as a skill to be learned, and as a relationship that must be nurtured to reach its full potential. This new sixth edition has been revised to address current challenges, and includes more international examples and a laser focus on business issues; you'll learn how extraordinary leaders accomplish extraordinary things, and how to develop your leadership skills and style to deliver quality results every time. Engaging stories delve into the fundamental roles that great leaders fulfill, and simple frameworks provide a primer for those who seek continuous improvement; by internalizing key insights and putting concepts into action, you'll become a more effective, more impactful leader. A good leader gets things done; a great leader aspires, inspires, and achieves more. This book highlights the differences between good and great, and shows you how to bridge the chasm between getting things done and making things happen. Gain deep insight into leadership's critical role in organizational

health Navigate the shift toward team-oriented work relationships Motivate and inspire to break through the pervasive new cynicism Leverage the electronic global village to deliver better results Business is evolving at an increasingly rapid rate, and leaders must keep pace with the changes or risk stagnation. People work differently, are motivated differently, and have different expectations today—business as usual is quickly losing its effectiveness. The Leadership Challenge helps you stay current, relevant, and effective in the modern workplace.

Encouraging the Heart, a Leader's Guide to Rewarding and Recognizing Others  
Penguin

Steward leadership is a form of leadership that focuses on others, the community and society at large, rather than the self. Many senior leaders and executives across the globe appear to 'naturally' move into a stewardship mindset at a ripe age or when their careers have matured, whereas executives of around 30 years old, on average, are typically focused on their personal self-interests. The authors of *Steward Leadership: a maturational perspective*, who teach MBA courses around the world, wondered how to develop stewards at younger ages and set about creating a framework for stewardship and its requisite behaviour. Their research was conducted among a group of MBA students, testing nine stewardship attributes: personal vision, personal mastery, vulnerability and maturity, risk-taking and experimentation, mentoring, raising awareness, shared vision, valuing diversity, and delivering results. The outcome of the study, which is explored in this book, provides a base-line of attitudes which were tested against various demographic variables. In addition, the authors interviewed industry leaders from around the world to gauge their perspectives on and experience with the concept of stewardship and some of its dimensions, to gain qualitative insights. The results of their research provide the theoretical as well as consulting tools with which organisations can develop stewards, whether through training programmes, mentoring programmes, coaching initiatives and/or personal development practices. The authors believe that stewardship is a more viable and indeed better alternative to current leadership concepts. This book provides a roadmap by which contemporary and upcoming leaders can be guided into developing their leadership abilities - and become the stewards of the future.

*Strengths Based Leadership* HarperCollins  
Leadership

The ultimate guide to becoming an extraordinary leader - while finding happiness, gaining authenticity, and banishing stress Integrating proven mindfulness practices and world-class leadership theory, *The Mindful Leader* is the essential guide for self-aware leadership. The book simplifies mindfulness principles and links them solidly to business benefits. It provides a practically-grounded template for leaders to develop unprecedented levels of self awareness, wellbeing and effectiveness. Research findings throughout the book detail the positive impact of mindfulness from the perspectives of brain science, psychology and leadership. International case studies from a variety of industries illustrate the everyday implementation of mindful leadership. You'll learn easy mindfulness practices that you can implement today and a practical framework for everyday mindful leadership. You'll also be given access to online resources for vision reflections, values clarification, mindfulness practices and more. Mindful leadership is a hot topic - but it's not as simple as "when you become mindful, great leadership will spontaneously happen." This book serves as both mindfulness training and leadership training, clarifying the parallel while guiding you through the many points of intersection. Improve your leadership skills via context-specific mindfulness practices Learn mindfulness from a practical perspective, with real workplace skills Discover how leaders from around the world practice mindful leadership every day Understand the neuroscience link between mindfulness and great leadership Learn practices that deliver a deeper sense of integrity, authenticity, fulfillment and bottom-line results improvement Mindfulness provides real, practical tools for self-awareness, mental wellbeing, stress reduction and more. When practiced through a leadership lens, it becomes much more than just another leadership guide. Mindfulness transforms leadership as a whole, delivering real, lasting change that transcends typical leadership training. For a clear, concise framework of mindfulness at work, *The Mindful Leader* is the ideal guide for those serious about effective, sustainable leadership.

*The Heart of Leadership* Juta and Company (Pty) Ltd

Discover a fresh perspective on the art of leading in Dr. Kevin Leman's story about a young reporter who lands the meeting of a lifetime and walks away with the keys to exceptional leadership. *The Way of the Shepherd* points you beyond dated trends

and out-of-touch management techniques to the strategies that will make you a truly outstanding leader. When William Pentak had the once-in-a-lifetime opportunity to interview Ted McBride, one of the most respected CEOs in America, he was shocked by what McBride was willing to share. McBride taught him the seven secrets he inherited long ago from his mentor--an eccentric but brilliant professor who passed on these time-tested management principles that, while ancient in their origin, are still applicable in today's fast-paced, high-tech world. Throughout *The Way of the Shepherd*, you'll learn how to infuse your work with meaning, no matter your role, title, industry, or the size of your team. Uncover the tried-and-true best practices for how to engage, energize, and ignite your workforce by: Getting to know your team, one person at a time Relentlessly communicating your values and your mission Defining the cause for your people and showing them where they fit in Having a heart for the people that you're leading Understanding that great leadership isn't just professional, it's personal If you're ready to transform your team, create a culture of belonging, and truly learn to lead by example, it's time to discover *The Way of the Shepherd*.

**The Challenge Continues, Participant Workbook** Thomas Nelson

Learn how you can tackle everyday leadership challenges regardless of your title, position, or authority with this insightful resource A book about leadership for people who are not in formal or hierarchical leadership positions, *Everyday People, Extraordinary Leadership* provides readers with a comprehensive and practical approach to addressing leadership challenges, no matter the setting or circumstance. Esteemed scholars and sought-after consultants Jim Kouzes and Barry Posner adapt their trademark *The Five Practices of Exemplary Leadership®* framework to today's more horizontal workplace, showing people that leadership is not about where you are in the organization; it's about how you behave and what you do. *Everyday People, Extraordinary Leadership* draws on the authors' deep well of research and practical experience to cover key subjects: The essence of making a difference in any role, setting, or situation The difference between positions of authority and leadership The importance of self-development in leadership development This book is perfectly applicable and accessible for anyone who wants to improve their own leadership potential and who isn't yet in an official leadership role.

Everyday People, Extraordinary Leadership offers authoritative new insights, original case studies and examples, and practical guidance for those individuals who want to make a difference. You supply the will, and this book will supply the way.

**Learning Leadership** John Wiley & Sons  
Uncover the latest developments in leadership development and coaching with insights from two of the most respected voices on the subject In this provocative book, leadership experts and authors of the best-selling *The Leadership Challenge*, Jim Kouzes and Barry Posner take on a unique challenge and explore questions of leadership and legacy. In 22 stand-alone chapters, Kouzes and Posner examine the critical questions all leaders must ask themselves before they can leave a lasting impact. These powerful essays are grouped into four categories: Significance, Relationships, Aspirations, and Courage. In each essay the authors consider a thorny and often ambiguous issue with which today's leaders must grapple—such as how leaders serve and sacrifice, why leaders need loving critics, why leaders should want to be liked, why leaders can't take trust for granted, why it's not just the leader's vision that matters, why failure is always an option, why it takes courage to "make a life," how to liberate the leader in everyone, and ultimately, how the legacy you leave is the life you lead. In the book, you'll find: A free-flowing discussion of leadership topics and lessons Incisive explorations of ambiguous issues and paradoxes that have bedeviled leaders for generations Concise and to-the-point essays representing new approaches to familiar themes, new stories, and new experiences A Leader's Legacy is an indispensable resource for managers, executives, and other business leaders looking for insightful new ways to push their leadership development further than they ever thought possible.

**Leaders Eat Last** John Wiley & Sons  
Leadership and engagement expert Mark C. Crowley shows how trading in the old business playbook for heart-led leadership strategies will create purpose-driven, dedicated employees and higher levels of performance. Revised and updated to address the needs of those managing Gen Z and millennial employees in addition to the latest global research on employee engagement. In this thoroughly revised and updated edition of his now classic book, visionary Mark C. Crowley provides the roadmap workplace leaders the world over are seeking: How to most successfully and sustainably inspire and manage other human beings in the post-pandemic era. · Nearly 50 million workers

quit their jobs in the U.S. alone in 2021—a record number likely to be exceeded in 2022. · While we might imagine that an opportunity to earn greater pay is the key driver of this "Great Resignation," research shows two-thirds of the reasons people leave jobs boil down to issues related to their engagement and overall well-being. · More specifically, people quit when they feel they aren't valued, respected, appreciated, coached—or cared about personally—by their manager and organization. · Thanks in large part to the COVID pandemic and a global reset of what matters most to people in their lives, human beings have profoundly evolved in what they need and want in exchange for their work. · Consequently, a radical change in employee expectations demands that organizations and managers rapidly pivot by embracing leadership practices that match the moment. · The remedy to the Great Resignation is to adopt more humane ways of managing people knowing they inherently lead to infinitely greater engagement not to mention optimal employee performance. · In this new and updated version of his seminal and visionary book, Mark C. Crowley draws upon emerging medical and other scientific discoveries which prove it's the heart, not the mind, that drives human motivation and achievement. · While we've long been led to believe that human beings are essentially rational beings, new research shows that feelings and emotions far more often motivate human behavior and what people care about most and commit themselves to in their lives. · In light of this breakthrough understanding, it's become incumbent upon workplace managers to pay great attention to their employees' emotional experience at work—far greater attention than any of us ever believed necessary. · Ironically, most of us were told the heart has no place in workplace management. In fact, most of us were taught that the heart acts like Kryptonite in leadership: it inherently undermines a manager's effectiveness - and lowers performance. · What makes this book so remarkable is that it brilliantly contradicts all those traditional beliefs and proves why people naturally and instinctively respond to managers who care about them personally and support their deep human needs. · To be absolutely clear, there's nothing soft or weak about the *Lead From The Heart* philosophy. Instead, it represents the future of workplace management and a roadmap to driving uncommon engagement, productivity and profitability when organizations around the world are

wanting it most. · Rich with inspiring stories and illuminating research, this book proves that when you lead people with a greater balance of mind and heart, people naturally follow. And they also excel.

**Ask a Manager** John Wiley & Sons  
Kouzes' and Posner's bestselling *The Leadership Challenge* has been the most trusted source for becoming a better leader for millions of executives. This new guide from Kouzes and Posner, written in conjunction with coaching experts Elaine Biech, provides practical information and tools for integrating *The Practices of Exemplary Leadership* into a coaching practice or program. Filled with best practices and success stories as well as worksheets and checklists, this comprehensive resource enables coaches to quickly and easily adapt their coaching regimen to include *The Leadership Challenge* and the *Leadership Practices Inventory (LPI)*.

**A Coach's Guide to Developing Exemplary Leaders** Rowman & Littlefield Publishers

From the creator of the popular website *Ask a Manager* and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit "reply all" • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party *Praise for Ask a Manager* "A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work."—Booklist (starred review) "The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or

new to management, or anyone hoping to improve their work experience.”—Library Journal (starred review) “I am a huge fan of Alison Green’s Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* “Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way.”—Erin Lowry, author of *Broke Millennial: Stop Scraping By and Get Your Financial Life Together*

**Lead From The Heart** David C Cook  
Too many companies are managed not by leaders, but by mere role players and faceless bureaucrats. What does it take to be a real leader—one who is confident in who she is and what she stands for, and who truly inspires people to achieve extraordinary results? Rob Goffee and Gareth Jones argue that leaders don’t become great by aspiring to a list of universal character traits. Rather, effective leaders are authentic: they deploy individual strengths to engage followers’ hearts, minds, and souls. They are skillful at consistently being themselves, even as they alter their behaviors to respond effectively in changing contexts. In this lively and practical book, Goffee and Jones draw from extensive research to reveal how to hone and deploy one’s unique leadership assets while managing the inherent tensions at the heart of successful leadership: showing emotion and withholding it, getting close to followers while keeping distance, and maintaining individuality while “conforming enough.” Underscoring the social nature of leadership, the book also explores how leaders can remain attuned to the needs and expectations of followers. *Why Should Anyone Be Led By You?* will forever change how we view, develop, and practice the art of leadership, wherever we live and work.

**The Team Handbook** John Wiley & Sons  
Ken Blanchard, a highly respected figure in the fields of leadership and business, invites you into the world of influence through his extensive career insights in this inspirational leadership book. In *The Heart of a Leader*, you’ll learn about: Uncover the significance of making value-based decisions; Learn how to pursue excellence in every aspect of your life; Explore the vital role of integrity in leadership and personal growth; Embrace change as a source of growth and development; Empower those around you to achieve their full potential. Get ready to

go on a journey toward effective leadership and personal growth. Bound to become a timeless classic on Christian inspirational leadership, this book offers teachings on values, excellence, integrity, change, and empowerment that will equip you with the essential tools to not only lead effectively but also inspire those around you.

**The Leadership Challenge Workbook**  
John Wiley & Sons

Getting things done in today’s workplace is hard work. The climb to the top is demanding and long. Employees become exhausted, frustrated, and sometime entirely disenchanted. Often, they are tempted to simply give up. It’s clear from the research conducted by Jim Kouzes and Barry Posner over the last two decades that successful leaders find ways to combat these negative feelings by encouraging the hearts of their team members. They inspire others with courage and hope. This hands-on workbook helps leaders to do just that, whether in the workshop environment or on their own. Delving deep into the behaviors that make up this important practice, readers will gain a better understanding of how they can recognize contributions and celebrate the values and victories. The workbook guides readers through 7 essentials of encouraging the heart: set clear standards, expect the best, pay attention, personalize recognition, tell the story, celebrate together, and set the example. The 21-question self-assessment Encouragement Index is now sold separately..

**The Heart of a Leader** Hay House, Inc  
#1 NEW YORK TIMES BESTSELLER • Brené Brown has taught us what it means to dare greatly, rise strong, and brave the wilderness. Now, based on new research conducted with leaders, change makers, and culture shifters, she’s showing us how to put those ideas into practice so we can step up and lead. Don’t miss the five-part HBO Max docuseries Brené Brown: Atlas of the Heart! NAMED ONE OF THE BEST BOOKS OF THE YEAR BY BLOOMBERG  
Leadership is not about titles, status, and wielding power. A leader is anyone who takes responsibility for recognizing the potential in people and ideas, and has the courage to develop that potential. When we dare to lead, we don’t pretend to have the right answers; we stay curious and ask the right questions. We don’t see power as finite and hoard it; we know that power becomes infinite when we share it with others. We don’t avoid difficult conversations and situations; we lean into vulnerability when it’s necessary to do good work. But daring leadership in a

culture defined by scarcity, fear, and uncertainty requires skill-building around traits that are deeply and uniquely human. The irony is that we’re choosing not to invest in developing the hearts and minds of leaders at the exact same time as we’re scrambling to figure out what we have to offer that machines and AI can’t do better and faster. What can we do better? Empathy, connection, and courage, to start. Four-time #1 New York Times bestselling author Brené Brown has spent the past two decades studying the emotions and experiences that give meaning to our lives, and the past seven years working with transformative leaders and teams spanning the globe. She found that leaders in organizations ranging from small entrepreneurial startups and family-owned businesses to nonprofits, civic organizations, and Fortune 50 companies all ask the same question: How do you cultivate braver, more daring leaders, and how do you embed the value of courage in your culture? In this new book, Brown uses research, stories, and examples to answer these questions in the no-BS style that millions of readers have come to expect and love. Brown writes, “One of the most important findings of my career is that daring leadership is a collection of four skill sets that are 100 percent teachable, observable, and measurable. It’s learning and unlearning that requires brave work, tough conversations, and showing up with your whole heart. Easy? No. Because choosing courage over comfort is not always our default. Worth it? Always. We want to be brave with our lives and our work. It’s why we’re here.” Whether you’ve read *Daring Greatly* and *Rising Strong* or you’re new to Brené Brown’s work, this book is for anyone who wants to step up and into brave leadership.

**Dare to Lead** Ballantine Books  
Uncover the extraordinary leader in you with straightforward exercises and advice from two of the world’s foremost leadership experts From the bestselling authors of *The Leadership Challenge* and over a dozen award-winning leadership books comes a new book that examines a question of fundamental importance: How do people learn to become leaders? *Learning Leadership: The Five Fundamentals of Becoming an Exemplary Leader* is a comprehensive guide to unleashing the inner leader in us all and to building a solid foundation for a lifetime of leadership growth and mastery. The book offers a concrete framework to help individuals of all levels, functions, and backgrounds take charge of their own leadership development and become the best leaders they can be. Arguing that all

individuals are born with the capacity to lead, bestselling authors Kouzes and Posner provide readers with a practical series of actions and specific coaching tips for harnessing that capacity and creating a context in which they can excel. Supported by over 30 years of research, from over seventy countries, and with examples from real-world leaders, *Learning Leadership* is a clarion call to unleash the leadership potential that is already present in society today. *Learning Leadership* provides readers with evidence-based strategies to ignite the habit of continuous improvement and the mindset of becoming the best leaders they can be. Emerging leaders, as well as leadership developers, internal and external coaches and trainers, and other human resource professionals will learn from first-hand stories and practical examples so that they can deeply understand and apply the fundamentals for becoming the best leaders they can be. *Learning Leadership: The Five Fundamentals of Becoming an Exemplary Leader* is divided into digestible bite-sized chapters that encourage daily actions to becoming a better leader. Key takeaways from the book include: Believe in Yourself.

Believing in oneself is the essential first step in developing leadership competencies. The best leaders are learners, and they can't achieve mastery until and unless they truly decide that inside them there is a person who can make a difference and learn to be a better leader than they are right now. *Aspire to Excel*. To become an exemplary leader, people must determine what they care most about and why they want to lead. Leaders with values-based motivations are the most likely to excel. They also must have a clear image of the kind of leader they want to be in the future—and the legacy they want to leave for others. *Challenge Yourself*. Challenging oneself is critical to learning leadership. Leaders must seek new experiences and test themselves. There will be inevitable setbacks and failures along the way that require curiosity, grit, courage, and resilience to persist in learning and becoming the best. *Engage Support*. One can't lead alone, and one can't learn alone. It is essential to get support and coaching on the path to achieving excellence. Whether it's family, managers at work, or professional coaches, leaders need the advice, feedback, care, and support of others. *Practice Deliberately*.

No one gets better at anything without continuous practice. Exemplary leaders spend more time practicing than ordinary leaders. Simply being in the role of a leader is insufficient. To achieve mastery, leaders must set improvement goals, participate in designed learning experiences, ask for feedback, and get coaching. They also put in the time every day and make learning leadership a daily habit. Kouzes and Posner offer unrivaled insights into what it means to become an exemplary leader in today's world with their original research and over 30 years of experience studying the practices of extraordinary leadership. They show that anyone can become a better leader if they believe in themselves, aspire to excel, challenge themselves to grow, engage the support of others, and practice deliberately. *Learning Leadership* challenges readers to do the meaningful and disciplined work necessary to becoming the best they can, using a new mindset and toolkit that can make extraordinary things happen. It's not the once-in-a-while transformational acts that demonstrate leadership. It's the little things that one does day in and day out that pave the path to greatness.