



Leadership is not a gene or an inheritance. Leadership is a process. Leadership development is self-development. When the leader in everyone is liberated, extraordinary things happen.

When getting extraordinary things done in organizations, student leaders engage in five practices of exemplary leadership:

(1) Model the way

Titles are granted, but it's your behavior that wins you respect.

Words and deeds must be consistent.

Student leaders follow the person, then the plan.

Behaviors:

- clarify values by finding their voice and affirming shared ideals
- set the example by aligning actions and shared values.

(2) Inspire a shared vision

The dream or vision is the force that invents the future. In some ways, student leaders live their lives backward. They see pictures in their mind's eye of what the results will look like even before they've started their project. Their clear image of the future pulls them forward.

Leadership is a dialogue, not a monologue.

Student leaders breathe life into the hopes and dreams of others and enable them to see the exciting possibilities that the future holds.

Behaviors:

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

(3) Challenge the process

Leaders are pioneers.

They search for opportunities to innovate, grow, and improve.

Student leaders are learners.

Leaders are constantly learning from their errors and failures. Life is the leader's laboratory, and exemplary leaders use it to conduct as many experiments as possible.

Behaviors:

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

(4) Enable others to act

Grand dreams don't become significant realities through the actions of a single person. It requires a team effort.

Student leaders foster collaboration and build trust. They strengthen others to do good work.

The more people trust their leader-and each other-the more they take risks, make changes, and keep organizations and movements alive.

Behaviors:

- foster collaboration by building trust and facilitating relationships
- strengthen others by increasing self-determination and developing competence

(5) Encourage the heart

A leader creates a culture of celebrating values and victories.

Fun should be involved in the process of encouraging people.

Behaviors:

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