The key to making extraordinary things happen in organizations is great leadership. Great leadership contributes more to positive outcomes than any single factor. Great products, great strategy, and great services are absolutely critical, but with poor leadership people reach only a third to a half of their potential. If you want a highly engaged workforce and better results for your clients and customers, you have to develop and strengthen great leadership in your organization.

Barry Posner will engage you in a highly interactive session exploring the original research coauthor Jim Kouzes and he conducted, The Five Practices of Exemplary Leadership®, consisting of: Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart. In analyzing responses from over three million people from around the world, they found that leaders who more frequently exhibit The Five Practices of Exemplary Leadership® have constituents who are 25 to 50 percent more engaged than those with leaders who engage less frequently in these practices.

In their research, they also found that the best leaders are the best learners. Those who excel at leadership engage more frequently in learning activities than those leaders who are poorer performers. Participating in this program will support participants in their continuing efforts to become the best leader they can be.

This program will help leaders:
• Assess the extent to which you currently demonstrate exemplary leadership practices.
• Identify the most admired characteristics of leaders through the eyes of their followers.
• Understand and implement The Five Practices of Exemplary Leadership.

Competencies Addressed: Collaborates, Courage, Drives Engagement, Drives Vision & Purpose, Instills Trust

BARRY POSNER, PH.D.
Barry Posner, Ph.D., is currently the Michael J. Accolti, S.J. Professor of Leadership and Chair of the Management and Entrepreneurship Department at Santa Clara University, where he previously served as Dean of the Business School. Barry received the Association for Talent Development’s highest award for Distinguished Contribution to Workplace Learning and Performance, has been recognized as one of the Top 50 leadership coaches in America, ranked among the Most Influential HR Thinkers in the world by HR magazine, and included among the World’s Top 75 Leadership and Management Experts by Inc. magazine. Barry has co-authored numerous award-winning, inspiring, and practical books on leadership, including the award-winning and best-selling book, The Leadership Challenge, with Jim Kouzes. Barry is an internationally renowned scholar publishing over 100 research and practitioner-oriented articles, in such publications as the Harvard Business Review, Academy of Management Journal, and Personnel Psychology. Barry has also worked with such organizations as Amazon, Apple, HP, Levi Strauss, and Trader Joe’s.