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helping them find their voice and
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Praise people for a job well done.
Make it a point to let people know
about your confidence in their

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abilities. Make sure that people
are creatively recognized for their
contributions to the success of
projects. Publicly recognize
people ...

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Leading with the Heart. I believe

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that one of the most important
jobs of a leader is to encourage
their team members. They may
do so by leading with the heart.
Encouragement goes a long way
in keeping team members
motivated and is a powerful
intangible reward that all leaders

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have at their disposal. Some
leaders think that high
functioning people do not need
encouragement.

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The Heart should be encouraged
in the direction of the vision.
Lacking a clear vision, leaders
may encourage the heart but do
so chasing a current fad or
copying another organization.
We've all seen leaders who
frequently change directions and

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yet expect people to be consistently enthused about each new direction. And we've all seen followers start yawning over the flavor of the month.

~~Leadership Behavior—Encourage
the Heart~~

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There are two main ways that leaders can Encourage the Heart: Recognizing team members for going the extra mile: Employees who go above and beyond are doing so because they are... Celebrating victories and values: Creating a shared sense of

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accomplishment for employees
helps each understand their...
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Encourage The Heart When
Leading Virtually
Encouraging the Heart is the
leadership practice that connects
us with one another. When nurse

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Leaders commend staff for
achieving the values or goals of
the organization, they give them
courage, inspiring them to
experience their own ability to
deliver-even when the pressure is
on.

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Encouraging the Heart – Emerging
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MKumar
Encouraging the Heart is an
insightful, easy-to-read book that
shows modern leaders how to
foster pride, courage, hope,
ownership, and achievement. It's
a wonderful mix of research

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findings and practical
observations drawn from the
authors' extensive experience
with leaders."

M Kouzes

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Because leaders influence others,

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a leader's sincerity is essential to
his ability to influence. Leaders
can augment their influence
through five leadership practices,
including modeling the way,
inspiring a shared vision, enabling
others to act, challenging the
process, and encouraging the

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heart. Leaders have a
tremendous opportunity to
expand dignity, respect, and
value and legitimately make the
world a better place.

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Excellent leaders stand for something. They have created or found something in life that truly matters to them. To place this in the context of CHA's Transformational Leadership Competency model, such leaders are rooted in a deep and personal

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Kouzes and Barry Z. Posner.
Jossey-Bass Publishers, 1999, 199

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pp. Kouzes and Posner have
researched what makes good
leadership for more than 20
years. They are the authors of
best selling books The Leadership
Challenge and Credibility.

~~Book Notes by David Mays~~

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Chapter 4 explains why
encouraging the heart begins by

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being clear about standards.

Chapter 5 is about the leader's attitude toward others, especially expecting the best. Chapter 6

shows that leaders are always on the lookout for exemplars of values and standards. In chapter 7, the power of personalizing

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are the best that can be ...
Powerful and personal,
Encouraging the Heart is filled
with practical ideas for helping
others believe in themselves,

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celebrate their uniqueness, and
discover their own value. It shows
leaders how they can find their
voice and their hearts and,
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