

FSU Campus Recreation

FSU CHALLENGE

Everyone Can Lead

This program, focusing on **LEADERSHIP**, was inspired by Kouzes & Posner’s The Leadership Challenge (1995), and promotes the Five Practices of Exemplary Leadership: Challenging the Process, Inspiring a Shared Vision, Enabling Others to Act, Modeling the Way and Encouraging the Heart. There is an increasing need for people to take advantage of opportunities to lead and our goal is to show that everyone is capable of it. This program will afford your group opportunities to test its current leaders, develop your future leaders and learn that leadership is a choice. We promote that leadership is a process, not a position, and that it is displayed in the things that you do, or don’t do, not in the title associated with your name. To help clarify how the above listed practices can be displayed, Kouzes & Posner have also provided us with Ten Commitments.

Ten Commitments of Leadership

PRACTICES	COMMITMENTS
Challenging the Process	<ol style="list-style-type: none"> 1. <i>Search out</i> challenging opportunities to change, grow, innovate and improve. 2. <i>Experiment</i>, take risks, and learn from the accompanying mistakes.
Inspiring a Shared Vision	<ol style="list-style-type: none"> 3. <i>Envision</i> an uplifting and ennobling future. 4. <i>Enlist</i> others in a common vision by appealing to their values, interests, hopes and dreams.
Enabling Others to Act	<ol style="list-style-type: none"> 5. <i>Foster</i> collaboration by promoting cooperative goals and building trust. 6. <i>Strengthen</i> people by giving power away, providing choice, developing competence, assigning critical tasks and offering visible support.
Modeling the Way	<ol style="list-style-type: none"> 7. <i>Set the example</i> by behaving in ways that are consistent with shared values. 8. <i>Achieve</i> small wins that promote consistent progress and build commitment.
Encouraging the Heart	<ol style="list-style-type: none"> 9. <i>Recognize</i> individual contributions to the success of every project. 10. <i>Celebrate</i> team accomplishments regularly.

We all have the capacity to lead. This program will help your group members identify their leadership strengths and how to most effectively utilize those strengths for the benefit of your organization.