

THE LEADERSHIP CHALLENGE

THE MOST TRUSTED SOURCE FOR BECOMING A BETTER LEADER

DECEMBER 2005 NEWSLETTER



**Develop Leaders
Like Never Before**

Need Inspiration?
Check Out the Key Messages that
Jim Kouzes Can Deliver to Your Organization

“Leaders are possibility thinkers, not probability thinkers.”
— From *The Leadership Challenge, Third Edition*

Welcome to the The Leadership Challenge Newsletter!

This monthly publication is designed to give voice to The Leadership Challenge community while providing some useful information that will help you advance your leadership development initiatives. We welcome your thoughts and comments. [Let us know how we are doing](#); we may even contact you about featuring your ideas and stories in future editions of this newsletter.

Thoughts on the Model

When is the last time you walked around? Are you truly connected with the people who look to you for leadership? In this excerpt from [Encouraging the Heart](#), Jim Kouzes and Barry Posner remind us that leadership is all about staying in touch. [More](#)

Tips and Techniques

Stephen Hoel, President of Diversity Leadership Consultants in Orlando, Florida, uses an innovative visual impact exercise during his LPI debriefs. The powerful activity helps participants validate their frustration, pinpoint areas for improvement, and lay the groundwork for on-going collaboration. [More](#)

Ask an Expert

Is it better to give than receive? As the holidays approach, Barry Posner, co-author of *The Leadership Challenge*, provides keen insight to this question as it relates to the use of 360-degree feedback. [More](#)

Rants and Raves (PDF file)

For over 35 years, Intel Corporation has developed technology enabling the computer and Internet revolution that has changed the world. In this section, learn how the company harnessed its innovation to develop leaders. The result was a nontraditional program that worked at the manufacturing-site level (not corporate) using self-reflection and Action Learning as its primary learning method. Excerpted from [Best Practices in Leadership Development and Organization Change](#), edited by Louis Carter, David Ulrich, and Marshall Goldsmith. [More \(PDF file\)](#)

What We're Reading

One of [Robert Thompson's](#) (The Leadership Challenge® Workshop Master Facilitator) favorite books is, [The Leader's Guide to Storytelling](#) by Stephen Denning. "It gives the recipe for telling your vision in a story that makes a difference in the workplace," says Thompson. "In order to inspire a shared vision, each person has to have his or her own words." Roberts adds that the book also helps leaders present things in a manner that motivates people to take action.

Order [The Leader's Guide to Storytelling](#), [Best Practices in Leadership Development and Organization Change](#), or [Encouraging the Heart](#) now and **save 20%**. To save, enter promotion code W66WH in the Promotion Code field as you're checking out. Click the apply discount button so your savings are calculated. Then finish the check out process. It's that easy! Offer ends December 31, 2005.

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