

THE LEADERSHIP CHALLENGE

THE MOST TRUSTED SOURCE FOR BECOMING A BETTER LEADER

MAY 2007 NEWSLETTER

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“Finding your vision, like finding your voice, is a process of self-exploration and self-creation.”

— From *The Leadership Challenge, Third Edition*, by Jim Kouzes and Barry Posner

Welcome to The Leadership Challenge Newsletter!

This monthly publication shares stories, examples, and information about the impact of The Leadership Challenge in all kinds of organizations. [As always, please 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

There is a little Harry Houdini in all of us when it comes to Inspiring a Shared Vision. Blair Forlaw, the Director of WorkforceStLouis2.0, points out that the trick is learning how to break free of real *and* imagined constraints. †

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Tips and Techniques

Picture this—see how visual images can help to create meaningful metaphors. † [More](#)

Ask an Expert

Curious about how the future might look? André Martin from The Center for Creative Leadership (CCL) insists on asking the difficult questions in order to get honest answers on what the future holds. † [More](#)

In the News

What are your leaders' values? Recent research suggests employee and employer values aren't often aligned. † [More](#)

What We're Reading

"I often wonder about that piece of interpersonal magic that separates the good leaders from the great leaders," muses Lisa Shannon, Senior Editor for Pfeiffer. "Marshal Goldsmith thinks he found the answer. In his new book, [What Got You Here Won't Get You There](#), Marshall puts it this way, 'The ability to make a person feel that, when you're with that person, he or she is the most important (and the only) person in the room is the skill that separates the great from the near-great.' This little gem of advice is just one of many scattered through book's pages. A perfect "how-to" field guide for successful leaders who have derailed or who just can't seem to figure out what is keeping them from their next level of achievement, the book is chocked full of helpful hints, sage advice, and detailed descriptions of other leaders who have climbed over similar brick walls. Marshall's writing style is direct and personable—after just a few pages you begin to feel like he's sitting right next to you, his gold-standard coaching in practice. While the bulk of the book covers 'The Twenty Workplace Habits That Hold You Back from the Top,' what I liked most about Marshall's approach was his emphasis on the critical importance of getting honest, helpful feedback—a view that's in keeping with The Leadership Challenge philosophy and the true purpose of the LPI. 'We all need feedback to see where we are, where we need to go, and to measure our progress,' Marshall asserts. How true, how simple, and yet, how difficult for most leaders. My copy of *What Got You Here Won't Get You There* is full of dog-eared pages—a sign of a great leadership book in my opinion. This book is perfect for both that client who is feeling stuck, as well as yourself, whether you are looking for a wake-up call or just some good ideas from one the best leadership coaches out there.

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