

THE LEADERSHIP CHALLENGE

THE MOST TRUSTED SOURCE FOR BECOMING A BETTER LEADER

OCTOBER 2007 NEWSLETTER

Are Your Leaders Ready
to Lead?

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New Sounds in Development
The Leadership Challenge
Leadercast

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"*The Leadership Challenge* is about . . . the practices leaders use to transform values into actions, visions into realities, obstacles into innovations, separateness into solidarity, and risks into rewards."

—From *The Leadership Challenge, Fourth 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

Discover how the women from Fine Points Professionals—Cheryl Boys, Amy Savage, and Carol Wolper—stepped out of their "It's Not My Job" comfort zone to take the power of The Leadership Challenge® Workshop to their community. [More](#)

Tips and Techniques

Keep connected. Ask questions. And learn from other leaders. Join the newly launched community of leaders at The Leadership Challenge® *LeaderTalk* blog. Take the next step on your leadership journey by blogging with us today! [More](#)

Ask an Expert

Does 360-degree assessment really work? Standing up to the critics, The Leadership Challenge® Workshop Master Facilitator Renee Harness maintains that incorporating 360 feedback, reflection, and practice into a leadership development program often results in extraordinary achievements. [More](#)

Rants and Raves

More relevant, more global, and the most important, 25-year research-based study of leadership available. In podcasts and online video interviews, listen to what Jim Kouzes and Barry Posner have to say about what the fourth edition of their all-time classic, [The Leadership Challenge](#), offers leaders today. [More](#)

What We're Reading

Certified Facilitator Ken Hurdle believes that more than simple honesty, integrity is the key to success, "A person with integrity has the ability to pull everything together and make it all happen no matter how challenging the circumstances." Ken has been encouraging his direct reports and others in his office at the California Department of Corrections and Rehabilitation to read [Integrity: The Courage to Meet the Demands of Reality](#). "In this book, nationally syndicated radio host Dr. Henry Cloud draws on experiences from his work as a clinical psychologist to show how our character can keep us from achieving all we want. Cloud outlines and explores the six qualities of character that define integrity:

- Connect with others and build trust
- Orient toward reality
- Finish well
- Embrace the negative
- Focus on growth
- Understand the transcendent

All of us can develop these character traits of integrity that bring about personal growth, fruitful relationships with others, and help us achieve our purpose, mission, and goals. One's success should not be defined by only talent or brains. The make-up of the person is just as important. Building one's integrity is an exciting growth path that all of us can engage in and enjoy."

Ken Hurdle is Chief of the Ombudsman's Office at the State of California Department of Corrections and Rehabilitation. He is also a Certified Facilitator of The Leadership Challenge® Workshop, working towards Master Facilitator status. He can be reached at Ken.Hurdle@cdcr.ca.gov.

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