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THE LEADERSHIP CHALLENGE

THE MOST TRUSTED SOURCE FOR BECOMING A BETTER LEADER

SEPTEMBER 2009 NEWSLETTER

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“Stuff happens in organizations and in people’s lives. Sometimes they choose it; sometimes it chooses them. People who become leaders don’t always seek the challenges they face. Challenges also seek leaders”
—from *The Leadership Challenge*, 4th Edition by Jim Kouzes & 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.

Join the conversation on our Leadership Challenge blog *LeaderTalk*
www.leadershipchallenge.com/go/blog

Thoughts on the Model

TLC advocate Brenda Stutsky takes the message of The Five Practices to the incoming class of nursing students at St. George’s University in Granada in an inspiring keynote that challenges them to begin their education as leaders by incorporating these essential leadership principles. [More](#)

Tips and Techniques

Seeking an experiential learning activity that addresses the hot-button issue of team effectiveness and what role leadership plays in it? Then you need the “Hot Stuff” contributed by Julie Troy Afzali of Dynamic Perspectives. [More](#)

Ask an Expert

The Fine Points Professionals team, Platinum Sponsor of last month’s Forum 2009 as well as TLC workshop and assessment administration experts, weigh in on the critical steps needed to show how using the LPI tools in leadership development creates change in leadership behaviors of individuals and teams, and in corporate culture. [More](#)

Rants and Raves

Combating a decade's worth of old-school management styles, employee discontent, and less-than-stellar customer satisfaction, the largest Municipal Court in the State of Texas challenges the process using the power of the LPI tools to transform the organization and its leadership from lackluster to high performance—with survey results to prove it! [More](#)

What We're Reading

Be the Hero is the latest book from Noah Blumenthal, the president of Leading Principles, Inc., an executive coaching and consulting firm. The book is written as a parable where the leader learns that we are all story tellers and that it is the stories we tell about ourselves, others and the situations that we are in that either move us down the path of victim or onto one that gives us the opportunity to be “everyday heroes”.

Victims see themselves at the mercy of everyone and everything – their boss, the traffic, their kids and spouse. They feel rushed and harried, under appreciated and taken for granted. They feel like they can't catch a break and that there is nothing they can do to change how others act. Everyday heroes, on the other hand, put themselves in other people's shoes. They don't discount their own problems, but they realize that others have their own challenges as well.

So that boss who came across as curt this morning is seen as someone who may be having problems at home or who is feeling pressure from above to produce more faster and cheaper and may be working overtime to protect the team. The reader is encouraged to challenge his or her thinking at all times. The power is in our choice of what to see and how to interpret our experiences. The goal is to learn to tell ourselves new or different stories and to enable others to change their stories as well – to see the possibility in a situation or relationship, not just the negativity.

The book is broken into three types of stories – people stories, situation stories and self stories and provides examples of how we can change our thinking and behavior to overcome challenges in both work and life. There is a resource guide at the end of the book, providing examples of how to put these ideas into action as well as access to a website for both community sharing and more up to date ideas.

Be the Hero is a great book for any of the five leadership practices. The goal is to start with yourself and Model the Way—change your own thoughts and behaviors and then challenge others. I plan to use it as a coaching example that leaders can use to Encourage the Heart.

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