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THE LEADERSHIP CHALLENGE

THE MOST TRUSTED SOURCE FOR BECOMING A BETTER LEADER

MARCH 2011 NEWSLETTER

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“When you keep the doors to the outside world open, ideas and information can flow freely into the organization. Oversight is the sibling of insight, and without it innovation could not happen.”

—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.

Don't forget to register for The Leadership Challenge Forum!

[Join us at The Drake Hotel in Chicago, July 28-29th.](#)

Thoughts on the Model

Aspiration-al goals to improve your effectiveness as a leader are important. But as Steve Coats cautions, well-intentioned words are no substitute for the real work that needs to be done. Plan, practice, polish, and perform are the keys to becoming a better leader tomorrow than you are today. † [More](#)

Tips and Techniques

Renowned training designer Sivasailam "Thiagi" Thiagarajan, Ph.D, and his co-author Tracy Tagliati, offer a quick activity that reinforces the importance of Model the Way, from their new book focused exclusively on “jolts” that get participants to sit-up, listen, and learn. † [More](#)

Ask an Expert

When times are tough, it's more important than ever to maintain a focus on values and a long-term vision. Leadership expert Jim Kouzes explains why. † [More](#)

Rants and Raves

From the blogosphere to internet talk radio, *The Leadership Challenge* and *The Truth About Leadership* continue to spark the creative imagination of all those aspire to become the best leaders they can be. † [More](#)

What We're Reading

Filled with practical and applicable strategies to help individual contributors make the move to their first management job, [From Bud to Boss](#) by Kevin Eikenberry and Guy Harris is as much about leadership as it is about management. In fact, the book clearly differentiates between the two and emphasizes that good managers need coaching and development to grow into remarkable leaders.

It's easy-to-read, down-to-earth format includes brief self-assessments in each section, with Remarkable Principles and Bonus Bytes that direct the reader to additional resources at [BudToBossCommunity.com](#), including access to videos, special reports, and articles written to assist newly promoted managers.

With principles, advice, and recommendations that align with *The Leadership Challenge's* fundamental beliefs, commitments and The Five Practices, *From Bud to Boss* is filled with tips and techniques that serve as a first-time manager's "how-to" guide. Sections are followed by "Your Now Steps": reflection-into-action questions that encourage readers to take the content to the next level by making it their own.

As a certified behavior analysis in the DISC model, I was especially drawn to the section on The DISC Model of Human Behavior, based on its four dimensions: **D**ominance, **I**nfluence/inspiring, **S**teadiness/supportive, and **C**ompliance/cautious. (Because DISC strengthens how leaders interact, communicate, and lead through the knowledge and ability to adapt their leadership and communication style based on the preferences of others, I incorporate DISC assessments in TLC Workshops.)

With additional sections on coaching, feedback, performance evaluations, collaboration and teamwork, keys to better meetings, team development, conflict resolution, assertive communication, goal setting and achievement, *From Bud to Boss* is not only a quick-start guide for new managers but also useful for established leaders who want a quick refresher.

Additional information can be found at [www.frombudtoboss.com](#).

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