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"The Leadership Challenge is still popular and relevant after 25 years for a reason: it is a classic. No one provides more practical real-world advice than Jim Kouzes and Barry Posner. This is the book on leadership that I recommend to all of my clients, and I think this is the greatest book on leadership ever written."

— MARSHALL GOLDSMITH, bestselling author, MOJO and What Got You Here Won't Get You There

"This is perhaps the most comprehensive field guide ever written for leaders. It has been a key part of my personal journey as a leader for years."

— PATRICK LENCIONI, president, The Table Group; bestselling author, The Five Dysfunctions of a Team and The Advantage

"Jim Kouzes and Barry Posner have done it again! In this all-new fifth edition of The Leadership Challenge—the bible for leaders everywhere—they have taken their leadership ideas to new heights, befitting of the challenges leaders face in this global era."

— BILL GEORGE, author, True North; former chairman and CEO, Medtronic, Inc.

"No book has ever chronicled the practices of true leadership better than The Leadership Challenge, and this updated edition deftly outlines how to be a phenomenal leader in the 21st century."

— CHIP CONLEY, founder, Joie de Vivre Hotels; author, PEAK and Emotional Equations

"Now in its fifth edition, The Leadership Challenge has stood the test of time for good reason: it's quite simply one of the best books you'll ever read on leadership."

— KEN BLANCHARD, coauthor, The One Minute Manager® and Great Leaders Grow

"I read The Leadership Challenge as a new manager building Oracle University and was deeply affected by it. It shaped me as a leader and influenced my career. Reading the fifth edition twenty years later, I am struck by how its wisdom stands the test of time while also providing fresh, relevant insights for leading at your best and mobilizing others to achieve the extraordinary."

— LIZ WISEMAN, author, Multipliers

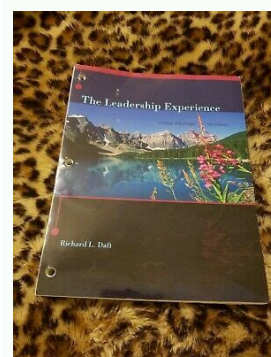
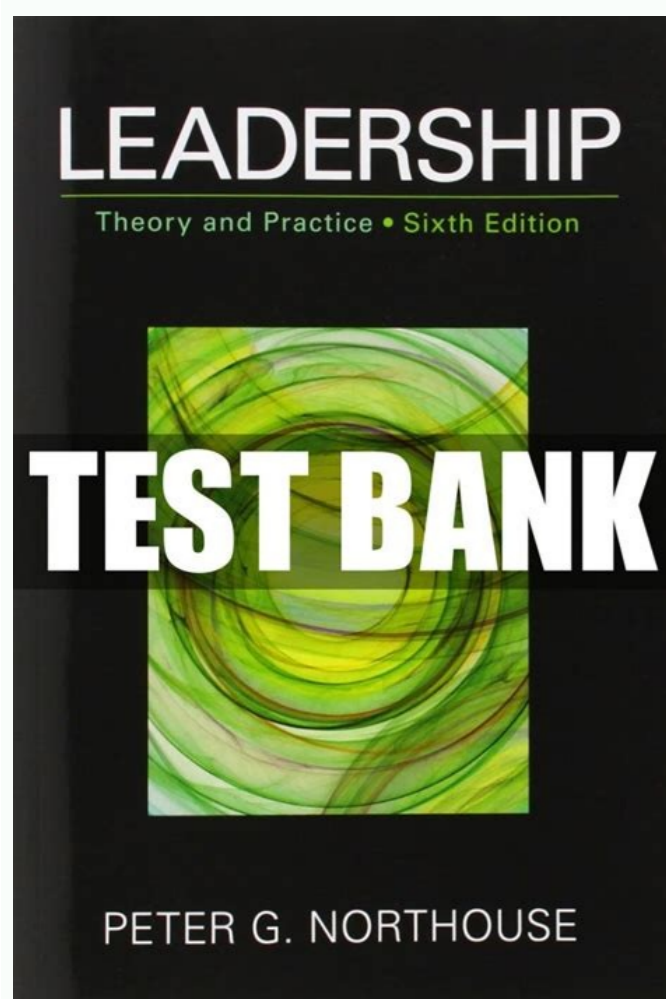
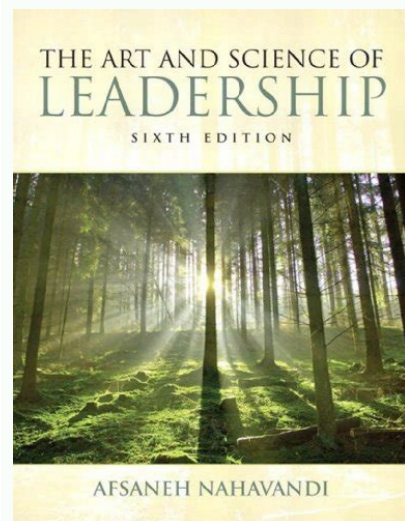
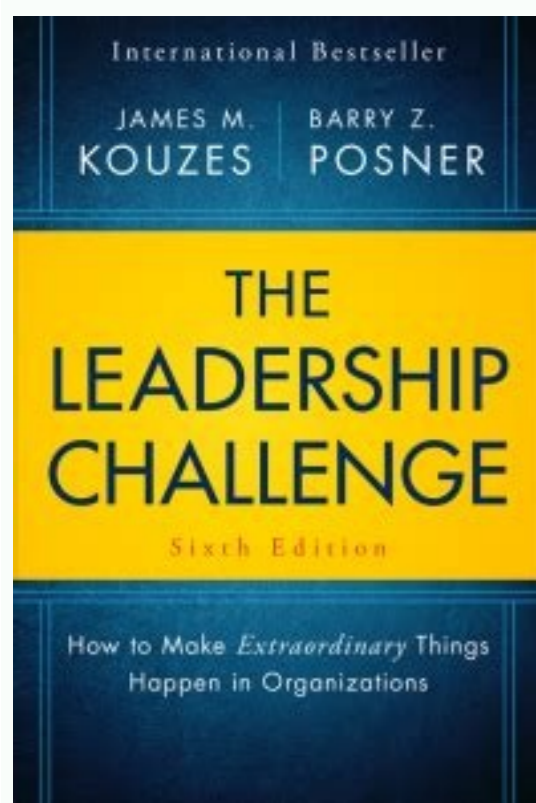
"The Leadership Challenge remains one of the five best books I have ever read. Twenty-five years after its first publication, I still continually recommend it to others looking to improve as leaders."

— JOHN C. MAXWELL, leadership expert; bestselling author, The 21 Irrefutable Laws of Leadership

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The behavioral approach explored autocratic leadership vs. democratic leadership, consideration vs. startup structure, employee-centered job leadership and concern for people vs. concern for production. Your Leadership Challenge After reading this chapter, you should be able to: Outline some personal traits and characteristics that are associated with effective leaders. Approach of the great man: a leadership perspective that tried to identify leaders of possessed hereditary traits that distinguished them from people who were not leaders. It is important that leaders recognize their strengths and recognize the interdependence that is a key to effective leadership. Identify your traits that you can turn into strengths and lead to a leadership role. 2 When each should be used. Another approach is the diadra between a leader and every follower. The Leadership Grid: a two-dimensional leadership model that describes the main leadership styles based on the measurement of concern for people and concern for production. INTRODUCTION Virginia Rometty spent 30 years climbing the ranks at IBM before becoming the company's first CEO in January 2012. Consideration: The extent to which a leader is sensitive to subordinates, respects their ideas and feelings and establishes mutual trust. Although certain personal traits and abilities indicate a higher probability of success in a leadership role, they are not sufficient in themselves to ensure effective leadership. Leadership a theory based on the notion that a leader develops a unique relationship with each subordinate or group member, which determines how the leader behaves towards the member and how the member responds to the led otise! etnemloveton animreted ovidivni nu ad otartsomid pihredael alled elits ol .otnatreP .enoizazzinagro/lled itemitrapid e enosrep ertla da otropus e otmetatneiro .aznelusnoc ecninroF ehC pihredael id olour nu .oviltusnoc olour .itnestsise inoizazzinagro el odnatnorffa evititepmoc edifs ella inoizulus evoun eraerc o ernesse ni inoizazzinagro evoun eratrop id onahcirsI ilairotidnermpi redael I .pihsredael allus itnatropmi eedi enucla ecudortni olotiapC otseuq ni otatneserp pihredael alled airoet alled ocirtsro oppulvis ol .egagneC id 5102 ©A otmimidnerppaI adiffa .enoizapicetrap al gaignarocni ,irtla ilga .AtirotuaI ageled ehC redael nu :ocitarcomeD .ivitacifingis etnemlaugu

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