EXEMPLARY LEADER: THE BACKBONE OF A SUCCESSFUL ORGANIZATION

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Every organization thrives and blossoms under the able guidance of leaders who make a world of difference in giving the organization a shape. The undertaking of leadership is to build a group of people that will be able to surpass the challenges that may arise in the organization. The leaders are everywhere. They are unique in the sense, how they manage a team. Some leaders managed to lead well, work well with others in the team, and some lead not so well, yet regardless of how effective our leadership is now, we all can improve. Kouzes and Posner defined leadership as a set of behavior. That leaders' traits and behavior define his kind of leadership. The efficacy and efficiency of leading an organization lie in greater awareness of who our members are. The study of Kouzes and Posner’s leadership practices is very significant in understanding and coping up with leadership challenges. The five practices of exemplary leadership create a model to guide leaders to find supporters, encourage them, and achieve outstanding results together. The five practices include Model the Way means effective leaders are committed to acting on their values. The second is, Inspired by a shared vision. Creating a shared vision for your team increases engagement. The third is, Challenge the Process which involves mistakes and failures, they accept the inevitable disappointments as learning opportunities. The fourth is Enable Others to Act which involves coaching, collaboration, and mentoring, thus strengthening others, making each person feel capable and powerful. The fifth one is Encourage the Heart which includes recognizing team members for going the extra mile and creating a shared sense of accomplishment for employees by celebrating victories and values.
Effective leadership is a specific set of skills and abilities that can and should be developed. It is more important than anything else because the future of an organization depends on it. The work of Kouzes and Posner has a significant impact on the lives of good leaders. This study will serve as a foundation for a framework for my future leadership practices. The aforementioned five practices of exemplary leadership will be applied to my professional and personal skills and will help me to present recommendations for a better application of the leadership aspects in practice and achieve extraordinary results for the whole organization. To become an exemplary leader means becoming a backbone of a successful organization.

References:

James Kouzes and Barry Posner; Practices of Exemplary Leadership; DOI: 10.1097/01.numa.0000456659.17651.c0

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