



The Leadership Challenge: How to Make Extraordinary Things Happen in Organizations

By James M. Kouzes, Barry Z. Posner

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The 25th anniversary edition of the bestselling business classic, completely revised and updated

For more than 25 years, *The Leadership Challenge* has been the most trusted source on becoming a better leader, selling more than 2 million copies in over 20 languages since its first publication. Based on Kouzes and Posner's extensive research, this all-new edition casts their enduring work in context for today's world, proving how leadership is a relationship that must be nurtured, and most importantly, that it can be learned.

- Features over 100 all-new case studies and examples, which show The Five Practices of Exemplary Leadership in action around the world
- Focuses on the toughest organizational challenges leaders face today
- Addresses changes in how people work and what people want from their work

An indispensable resource for leaders at all levels, this anniversary edition is a landmark update and must-read.

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The Leadership Challenge: How to Make Extraordinary Things Happen in Organizations By James M. Kouzes, Barry Z. Posner Bibliography

- Sales Rank: #2287 in Books
- Brand: Jossey-Bass
- Published on: 2012-07-31
- Original language: English
- Number of items: 1
- Dimensions: 8.90" h x 1.50" w x 6.50" l, 1.41 pounds
- Binding: Hardcover
- 416 pages

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Editorial Review

Amazon.com Review

Featured Guest Review by Marshall Goldsmith

Marshall Goldsmith has been recognized by almost every major business publication as one of America's leading executive educators and coaches. He is the author or co-editor of more than 32 books, including the *New York Times* best sellers *What Got You Here Won't Get You There* and *Mojo*.



Twenty-five years after the first edition was published, *The Leadership Challenge* by Jim Kouzes and Barry Posner is still my choice for the best research-based book ever written in the field of leadership. It is a classic, and I recommend it to all of my clients.

The Leadership Challenge is written for real leaders, who today face some of the toughest organizational challenges we've ever encountered. And, it provides practical, real-world advice based on Jim's and Barry's extensive global research that is indispensable for leaders at all levels.

I always refer leaders to this book, because although my Ph.D. is in Organizational Behavior, my undergraduate background is in mathematics. And, I respect people who gather real facts! In developing the Leadership Practices Inventory, which is possibly the world's most widely respected tool for 360° leadership feedback, Jim and Barry have thoroughly reviewed input from tens of thousands of respondents. They've then used this data to form sound conclusions about what works--and what doesn't work--in terms of leadership behavior.

The central theme of *The Leadership Challenge* is that leadership is for everyone. It can be learned, but, let's face it, it's not easy. *The Leadership Challenge* is based upon learnings from leaders at all levels--and shows how "regular people" can make a huge, positive difference in their organizations. It is written in a way that can help executives, mid-managers, first-line supervisors, project leaders--and even individual contributors--better understand how they can lead and immediately apply what they have learned in their work.

For example, Jim and Barry asked managers about their clarity around their personal values as well as

around the values of their organizations. These managers were also asked about their level of commitment to the organization, their level of motivation and productivity, job satisfaction, and so on. To me, what they found is fascinating! Leaders with the highest levels of commitment are those who are clearest about their own personal values. Clarity about personal values was more prevalent in a positive workplace attitude and level of engagement than was clarity around organizational values. In doing the research for my recent book, *Mojo*, I found something similar to be true as well: People who find happiness and meaning at home are more likely to also find happiness and meaning at work.

Finally, for those of you reading this book now, I'd highly recommend that you put what you read here into practice. This book can help you lead in such a way that your organization will become a better place for you, your managers, employees, and colleagues-to-be. At the same time, if you implement what you learn here, you'll make a positive difference in not only your organization, but also in your own life and in the lives of those whom you lead.

Review

'One of the most trusted sources on leadership techniques since its first publication 25 years ago. (European CEO, 1st August 2012) If you're forward-looking enough to be serious about yourself as a competent leader, you need this book (Supply Management, December 2012). Now in its fifth edition and rightly so. The book presents the issues of leadership in an easy-to-digest manner, debunking the myth that leadership is some entity that people have or don't have (Professional Manager, March 2013)

From the Inside Flap

"Leaders get people moving. They energize and mobilize. They take people and organizations to places they have never been before. Leadership is not a fad, and the leadership challenge never goes away."—FROM THE INTRODUCTION

For more than 25 years, *The Leadership Challenge* has been the most trusted source on becoming a better leader, selling more than 2 million copies in over 20 languages since its first publication. Based on Kouzes and Posner's extensive global research, this all-new edition casts their enduring work in context for today's world, proving how leadership is a relationship that must be nurtured and, most important, that it can be learned.

The world and the workplace have changed dramatically since the first edition of *The Leadership Challenge* went to press, and through over 100 all-new case studies and firsthand accounts, Jim and Barry explore the toughest organizational challenges leaders face today. Yet while the context of leadership has changed dramatically, the content of leadership has endured the test of time. The Five Practices of Exemplary Leadership® remain not only relevant today but critical to a leader's success. Kouzes and Posner's research reveals that when leaders understand that leadership is a relationship and when they begin to engage in The Five Practices—Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart—they are better able to embark on their lifelong journey of success and significance. By exploring The Five Practices of Exemplary Leadership in action around the world, Jim and Barry offer fresh insight into the changes in how people work and what people want from their work.

An indispensable resource for leaders at all levels, this anniversary edition of *The Leadership Challenge* is a landmark update and must-read for anyone looking to be a better leader and make extraordinary things happen.

Users Review

From reader reviews:

Maria Smith:

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Linda Howard:

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Donna Johnson:

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Josephine Widman:

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