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**Leadership Development
Initiative (LDI) Curriculum**

Enabling Others to Act: How Leaders Turn Their Followers Into Leaders

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Overview

The truth is that leadership is a relationship between those who would lead and those who would follow. What sustains that relationship, ironically, is that leaders turn their followers into leaders, building their confidence, competence, and ownership. Indeed, leaders bring out the best talents in others and build effective working relationships, with trust as the foundation. In high-performing organizations and teams, everyone is a leader. Facilitating cooperation is essential.

Objectives

After this presentation, participants will:

1. Describe how leaders bring out the best in others.
2. Define the characteristics of good working relationships.
3. Move in ways that contribute to making people powerful.
4. Teach that trust is a critical ingredient in relationships.

Important Teaching Points

- You can't do it alone: leadership is a relationship.
- Good working relationships involve the whole person, develop a sense of history over time, be collaborative, and affirm each party's worth.
- Behaviors that make people feel powerful are enabling.
- Making people feel strong, capable and valued is at the heart of trust.
- The strongest predictors of trust in a leader are common values, communicating a collective, values-driven vision, and involving people in important decisions.
- Facilitating cooperation requires seeing the big picture, appreciating the needs of others, leveraging resources, setting an example, being open, and structuring interdependent rewards.

Resources / References

1. James M. Kouzes and Barry Z. Posner (2012). *The Leadership Challenge: How to Make Extraordinary Things Happen* (San Francisco, CA: Jossey-Bass).
2. James M. Kouzes and Barry Z. Posner (2010). *The Truth About Leadership Challenge: The No-Fads, Heart-of-the-Matters Things to Know* (San Francisco, CA: Jossey-Bass).