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Leading with the Heart. I believe that one of the most important jobs of a leader is to

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encourage their team members. They may
do so by leading with the heart.

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Encouragement goes a long way in
keeping team members motivated and is a
powerful intangible reward that all leaders
have at their disposal. Some leaders think
that high functioning people do not need
encouragement.

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The Heart should be encouraged in the direction of the vision. Lacking a clear vision, leaders may encourage the heart but do so chasing a current fad or copying another organization. We've all seen

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Leaders who frequently change directions and yet expect people to be consistently enthused about each new direction. And we've all seen followers start yawning over the flavor of the month.

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There are two main ways that leaders can Encourage the Heart: Recognizing team members for going the extra mile: Employees who go above and beyond are doing so because they are... Celebrating victories and values: Creating a shared sense of accomplishment for employees helps each understand their...

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Encouraging the Heart is the leadership practice that connects us with one another. When nurse leaders commend staff for achieving the values or goals of the organization, they give them courage,

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inspiring them to experience their own ability to deliver-even when the pressure is on.

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Encouraging the Heart is an insightful, easy-to-read book that shows modern

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leaders how to foster pride, courage, hope, ownership, and achievement. It's a wonderful mix of research findings and practical observations drawn from the authors' extensive experience with leaders."

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Because leaders influence others, a leader's sincerity is essential to his ability to influence. Leaders can augment their influence through five leadership practices, including modeling the way, inspiring a shared vision, enabling others to act, challenging the process, and

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encouraging the heart. Leaders have a
tremendous opportunity to expand dignity,
respect, and value and legitimately make
the world a better place.

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Excellent leaders stand for something.

They have created or found something in

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life that truly matters to them. To place this in the context of CHA's Transformational Leadership Competency model, such leaders are rooted in a deep and personal spirituality.

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Barry Z. Posner. Jossey-Bass Publishers,

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Leadership Challenge
1999, 199 pp. Kouzes and Posner have researched what makes good leadership rewarding and recognizing others. They are the authors of best selling books The Leadership Challenge and Credibility.

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Chapter 4 explains why encouraging the

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heart begins by being clear about standards. Chapter 5 is about the leader's attitude toward others, especially expecting the best. Chapter 6 shows that leaders are always on the lookout for exemplars of values and standards. In chapter 7, the power of personalizing recognition is explained.

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Powerful and personal, Encouraging the Heart is filled with practical ideas for helping others believe in themselves, celebrate their uniqueness, and discover their own value. It shows leaders how they

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through caring and courage, mobilize
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greatness.

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