

Develop a
Leadership Culture
in Your Organization

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Leaders **emerge, grow,**
and succeed in organizations with
a rich culture of leadership.



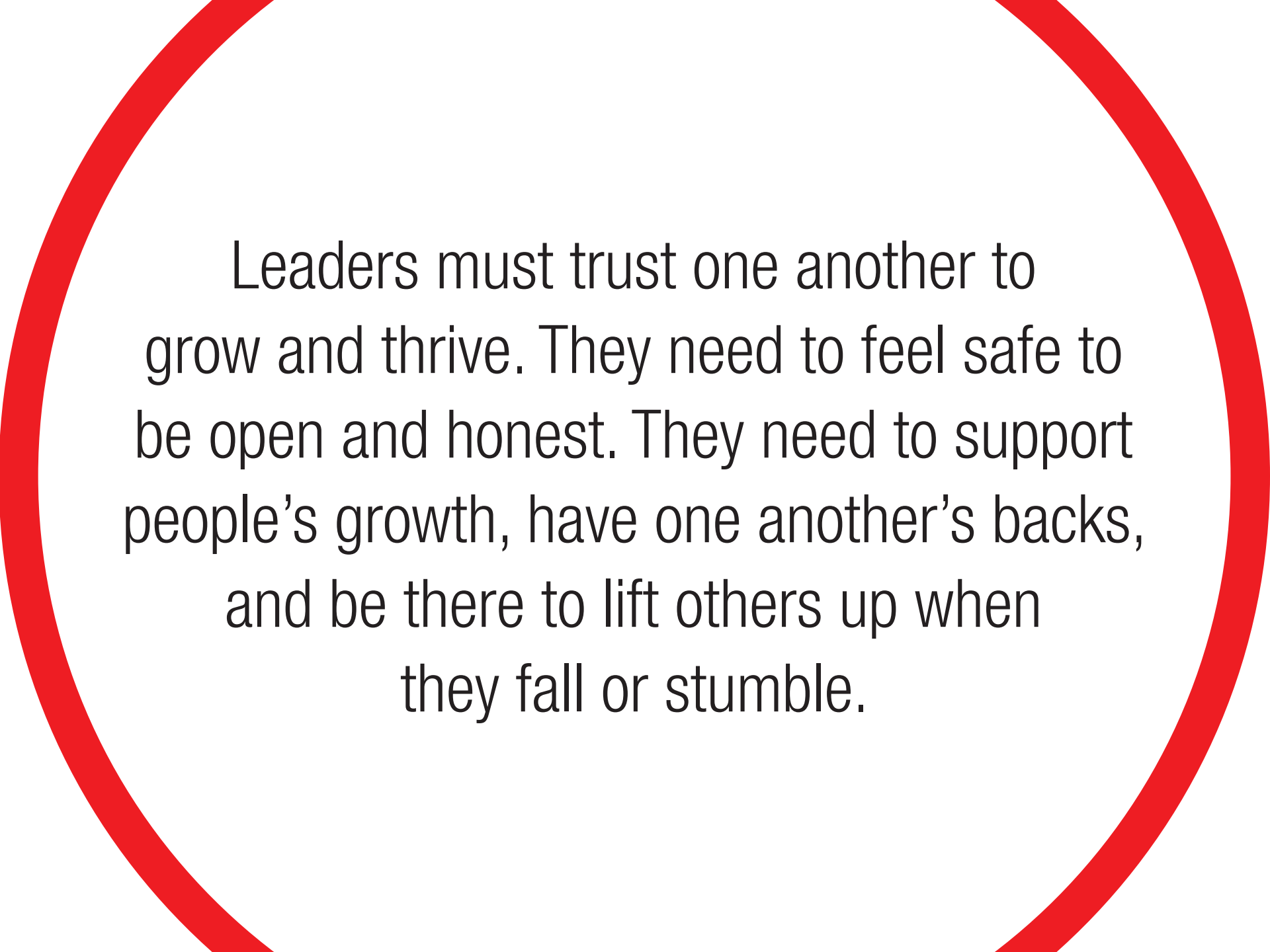
A survey of 225 leadership professionals¹ revealed the four pillars necessary to support a leadership culture:

- **Trust**
- **Opportunities for Learning**
- **Support for Risk and Failure**
- **Models of Exemplary Leadership**


¹ Survey conducted at The Leadership Challenge Forum, June 18, 2015, and involved 225 leadership educators, trainers, and coaches.



TRUST




Leaders must trust one another to grow and thrive. They need to feel safe to be open and honest. They need to support people's growth, have one another's backs, and be there to lift others up when they fall or stumble.



A collaborative culture is more hospitable to leadership development than one that is competitive with a winner-take-all approach to selecting and promoting leaders.



**OPPORTUNITIES
FOR LEARNING**




Organizations with a strong leadership culture offer many opportunities for development, such as classroom-based programs, online learning, international assignments, as well as mentoring and coaching.



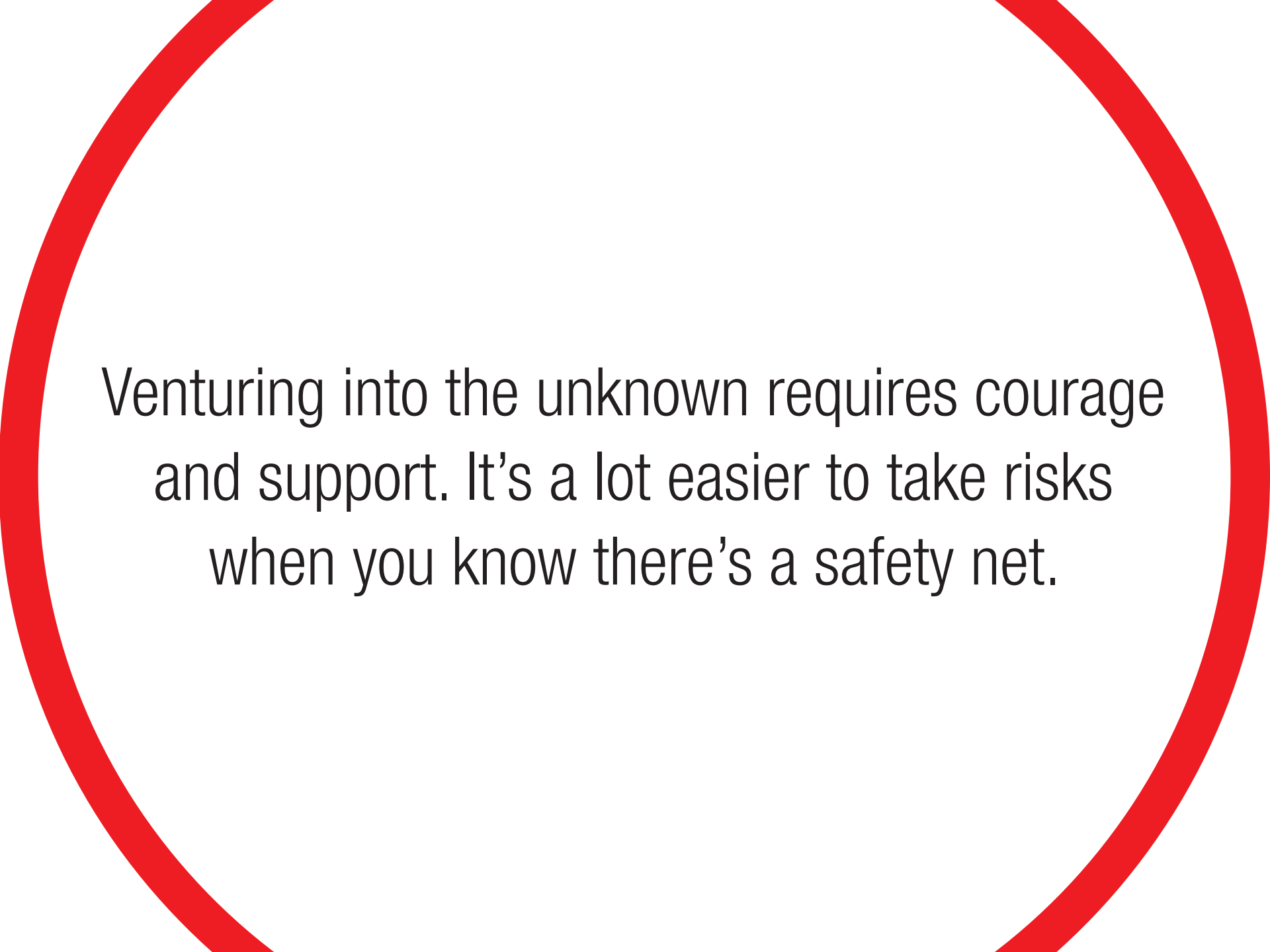
Leadership cultures **recognize**
and reward learning, which incentivizes
self-improvement and development.



**SUPPORT FOR RISK
AND FAILURE**



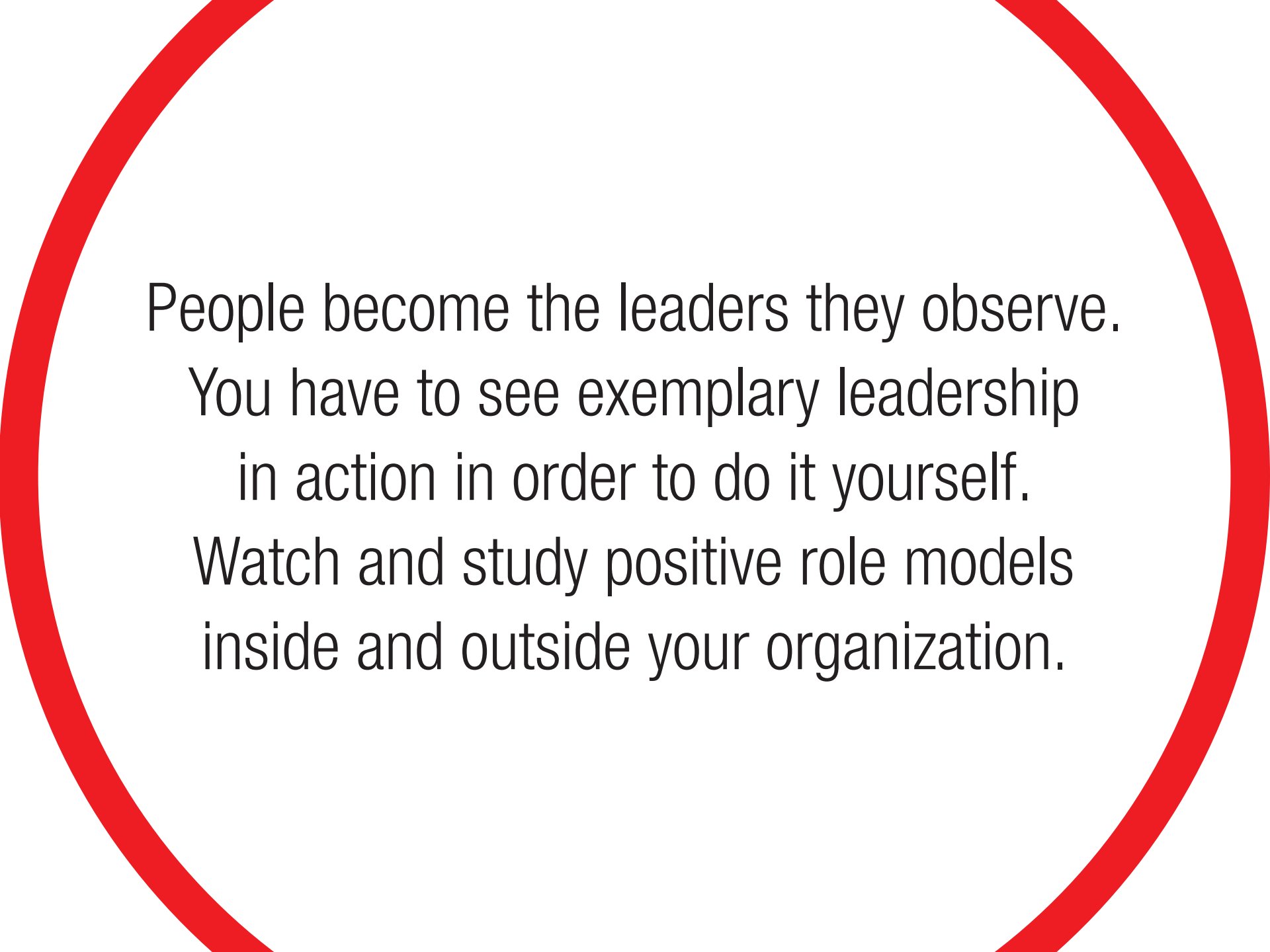
Learning requires risk—doing things you've never done, challenging yourself with new assignments, addressing weaknesses, and stretching beyond your comfort zone.




Venturing into the unknown requires courage and support. It's a lot easier to take risks when you know there's a safety net.



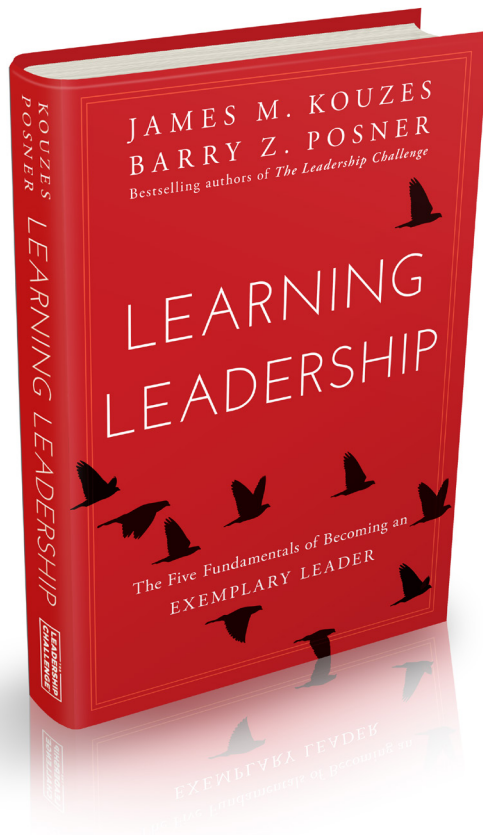
MODELS OF EXEMPLARY LEADERSHIP



People become the leaders they observe.
You have to see exemplary leadership
in action in order to do it yourself.
Watch and study positive role models
inside and outside your organization.



You need access to leaders with experience and expertise. You need to hear stories about how leaders who lived their espoused values were successful and rewarded.



When an environment provides
these essential conditions,
leaders are born.

Learn more about the five fundamentals of becoming a better leader.

<http://bit.ly/LearnLeadership>