

Chapter 7 Summary

Search For Opportunities

Nicole Paige

LS318 Dynamics of Biblical Leadership

Beulah Heights University

Professor McLeod

In chapter 7 we learn about the search for opportunities. According to James M. Kouzes and Barry S. Posner, “Sometimes leaders need to shake things up.” Leaders will use outside sources to find new methods, rather than depend on things and people that are familiar. Leaders need exposure to the issues, and opportunity to develop and share their best ideas. While many organizations keep the issues behind closed doors, opening one’s self up to new ideas provides a fantastic opportunity for overall growth. Proactive leaders should be able to step back from the day-to-day details and see the big picture. Kouzes and Posner state, “Leaders want to make something happen, and are frustrated by the “if it ain’t broke, don’t fix it” mentality. Reactive leaders wait for problems to arise before addressing them, are often rushing from crisis to crisis, without taking away lessons for improving the organizations and processes in which they operate.

Kouzes and Posner believe that innovative leaders not only seize initiative themselves but also encourage initiative in others. These leaders want employees to be engaged by bringing them together to collaborate on improvements, offer suggestions that exposes them to strategic thinking, new connections, diverse skill sets and to add a fresh spin. Innovative leaders understand that innovation must come from several sources, both internally and externally. When people and their different points of view and experiences unite, they create the types of innovations that individuals could not have done or found alone.

Kouzes and Posner suggest that leaders “Be an adventurer and an explorer.” Leaders should collaborate with anyone, anywhere to discover new ideas. This journey can be both exciting and difficult. It may take time to work out how to replace routines operations, processes and traditions. However, you will never be caught by surprise.