

Chapter 12 Summary

Celebrate the Values and Victories

LS318 Dynamics of Biblical Leadership

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In chapter 12 we discuss, “Celebrate the Values and Victories.” Authors James M. Kouzes and Barry Z. Posner state, “when social connections are strong and numerous, there’s more trust, reciprocity, information flow, collective action and happiness- and by the way greater wealth.” Leadership can become too remote from their teams allowing the employees to lose connection. Not only do they lose the social connection with the organization, they also lose connection to the purpose, strategy and vision of the organization. Without the ability to have social connections, employees can quickly become distant. This distance causes less engagement and therefore, less productivity.

Great leaders understand that celebrating values and victories led to successful, happy employees who are committed to long term progress. “People don’t care about how much you know until the know how much you care,” state Kouzes and Posner. Employees who feel valued and appreciated by their leaders are noticeably more likely to go above and beyond for the company and hold themselves accountable. and make sure their good work gets noticed, recognized, and appreciated. Great leaders spread stories about their employee’s individual or team successes, it promotes harmony and urges one to do better.

No matter what climate the organization provides, managers have to create an environment that fosters honoring and celebration employees in everyday work life. Each celebration reminds the employees that the organization values them and their work, thereby boosting morale. Regardless of the extent or manner of the celebration, it will always positively affect employees.