

Chapter 4 Summary

Set the Example

LS318 Dynamics of Biblical Leadership

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In chapter 4 we discuss, “Set the Example.” Authors James M. Kouzes and Barry Z. Posner state, “Leaders are their organizations’ ambassadors of shared value. “Their mission is to represent the values and standards to the rest of the world, and it’s their solemn duty to serve the values to the best of their abilities.” Leading is all about influence. How a leader represents themselves in a leadership role affects their ability to successfully leverage authority and motivate others. The leader’s ethics and values will be visible if they live the shared values in their actions every single day.

“Spending time on what you say is important shows that you’re putting your money where your mouth is,” according to Kouzes and Posner. The role of leaders is critical to organizational success. How those leaders spend their time is one measure to predict their success and ultimately that of their organizations. Leaders must lead with their actions as well as their words. Great leaders realize that their questions are more powerful than their answers because questions shape perceptions and shed light on what is valued.

Kouzes and Posner state, “You’re not the only role model in the organization. Everyone should be setting the example.” Leadership is the act of setting the right example for those who follow. Leadership is about leaders actively demonstrating their belief, not just talking about it. People who say one thing but do another eventually lose credibility. Telling Stories are an effective force for building community, capturing the imagination, and exerting influence. In the world of business, stories help employees understand the rich heritage of an enterprise and serve as convincing ways to communicate the essential messages within the organization. Stories can offer successful examples of dealing with change. Personal stories are powerful leadership tools for showing humanity and for building trust.