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Autore	Kouzes James M. <1945->
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Reinforce Through Systems and Processes Take Action: Set the Example; Notes; Practice 2: Inspire a Shared Vision; Chapter 4: Commitment #3: Envision the Future; Imagine the Possibilities; Reflect on Your Past; Attend to the Present; Imagine the Future; Feel Your Passion; Find a Common Purpose; Listen Deeply to Others; Make It a Cause for Commitment; Look Forward in Times of Rapid Change; Take Action: Envision the Future; Notes; Chapter 5: Commitment #4: Enlist Others; Appeal to Common Ideals; Connect to What's Meaningful to Others; Take Pride in Being Unique
Align Your Dream with the People's Dream Animate the Vision; Use Symbolic Language; Make Images of the Future; Practice Positive Communication; Express Your Emotions; Speak Genuinely; Take Action: Enlist Others; Notes; Practice 3: Challenge the Process; Chapter 6: Commitment #5: Search for Opportunities; Seize the Initiative; Make Something Happen; Encourage Initiative in Others; Challenge with Purpose; Exercise Outsight; Look Outside Your Experience; Look Out for Good Ideas; Treat Every Experience as an Adventure; Take Action: Search for Opportunities; Notes
Chapter 7: Commitment #6: Experiment and Take Risks Generate Small Wins; Break It Down; Build Psychological Hardiness; Learn from Experience; Be an Active Learner; Create an Environment for Learning; Strengthen Resilience; Take Action: Experiment and Take Risks; Notes; Practice 4: Enable Others to Act; Chapter 8: Commitment #7: Foster Collaboration; Create a Climate of Trust; Be the First to Trust; Show Concern for Others; Share Knowledge and Information; Facilitate Relationships; Develop Cooperative Goals and Roles; Support Standards of Reciprocity; Structure Projects to Promote Joint Effort
Support Face-to-Face Interactions

Sommario/riassunto

JAMES KOUZES and BARRY POSNER have been working together for more than thirty years, studying leaders, researching leadership, conducting leadership development seminars, and serving as leaders themselves in various capacities. They are coauthors of the award-winning, best-selling book *The Leadership Challenge*.
