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Learning Leadership: The Five Fundamentals of Becoming the Best Leader

James M. Kouzes, Barry Z. Posner

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A practical framework for developing emerging leadership talent

Learning Leadership answers the fundamental question, "Are leaders born or made?" The bestselling authors of *The Leadership Challenge* have reunited to show you how to build extraordinary leadership behaviors in anyone on your team. Based on more than 30 years of research with data from more than 70 countries, this book provides a concrete framework for identifying and developing the leadership potential in emerging stars, through a series of actions that inspire, motivate, and train. You'll discover how your own behaviors and practices impact your team's idea of the leadership role, and learn what you might do differently to instill a baseline level of leadership competence in all team members. Whether their leadership qualities are already apparent or nothing more than a glimmer of a spark, this insightful guide gives you evidence-based strategies to ignite the fire and shape tomorrow's great leaders.

Great leadership is the critical component to great performance. A leader must posses many qualities, but one of the most important is the ability to recognize and develop upcoming leadership talent. This guide provides an actionable framework to help you give structure to the process.

- Elevate and enable your team's aspirations
- Initiate challenges to both test and build new skills
- Model good leadership and promote leadership behaviors
- Show personal and practical support for your emerging leaders

Are leaders born or made? Yes. Leadership is a skill like any other—some are born with the talent, but anyone can learn with practice and the right guidance. All leaders, regardless of innate or learned abilities, require a supportive and challenging environment in which to develop their skills and truly step into the leadership mindset. *Learning Leadership* is a practical guide for building leadership in anyone.

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