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**Table 1** A Comparison between Kouzes and Posner’s Five Exemplary Practices of Leadership and Senge’s Five Disciplines.

<b>Element (Common)</b>	<b>Kouzes &amp; Posner (Practice)</b>	<b>Senge (Discipline)</b>
Values/Actions Congruence	<b>Model the Way:</b> Clarify personal values Align Actions with values	<b>Personal Mastery:</b> Clarify personal vision Hold creative tension
Shared Vision	<b>Inspire A Shared Vision:</b> Envision Future Enlist Others In common vision	<b>Building Shared Vision:</b> Unearthing shared pictures of the future Commitment not Compliance
Question the Status Quo	<b>Challenge the Process:</b> Search for Innovation and opportunities Experiment-take risks	<b>Mental models:</b> Surface internal assumptions be open to scrutiny Learningful conversations
Learning Together Through Collaboration	<b>Enable Others to Act:</b> Foster collaboration through trust & relationships Strengthen/empower others	<b>Team Learning:</b> Suspend assumptions and Enter into dialogue Thinking together and learning as a team
Integration of the Whole	<b>Encourage the Heart:</b> Creation of a culture of celebration through individual & group recognition Celebrate a Spirit of Community	<b>Systems Thinking:</b> Integrate all disciplines into a body of theory/practice Whole exceeds the sum of the parts

Source: Gregory, R. (2008). The Art of Collaborative Leadership: Practices & Disciplines.



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